

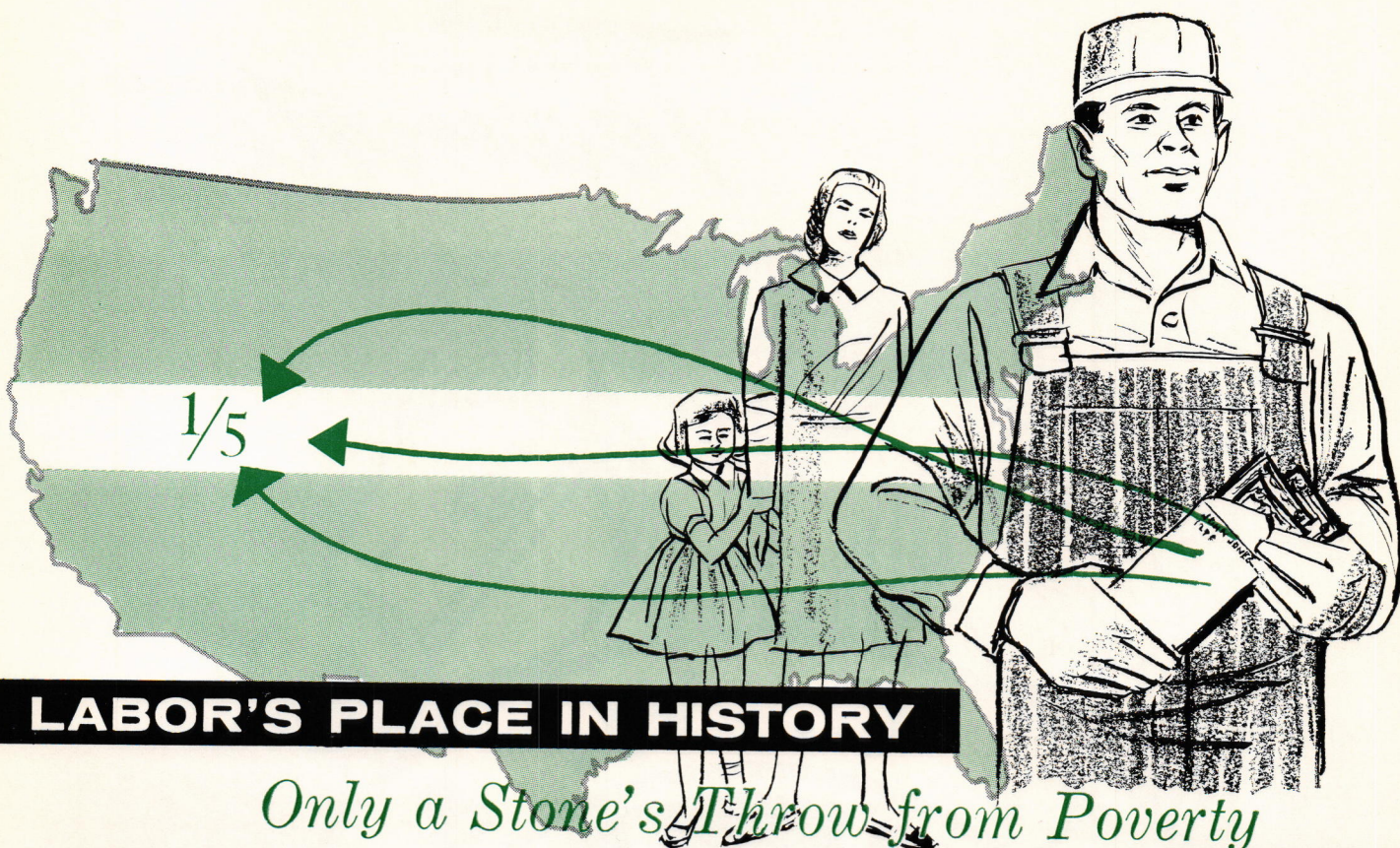
NOVEMBER, 1965

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE



Hoffa Honored at Testimonial in N.Y.

■ ■ ■ see page 7



LABOR'S PLACE IN HISTORY

Only a Stone's Throw from Poverty

THERE IS AN ever present common denominator among people who must work for a living—all are only a stone's throw from poverty through any number of quirks in circumstance.

Those instances of circumstance include such frightening prospects as losing one's job to a machine in the onrush of automation; becoming ill for a prolonged period of time and thus exhausting savings and having no income during illness; disability resulting from injury on the job; death to the family breadwinner; and any number of other personal disasters.

Living and working under such perpetual threats, working men and women abide only a stone's throw beyond the poverty border—and across the border live one-fifth of the citizens of our country.

Victims of any one of the circumstances outlined above in almost every instance take on the characteristic of all the poor in the nation:

"They do not receive enough income in money and other forms to rise above poverty."

Leon H. Keyserling, chairman of the Conference on Economic Progress has said:

"The observation that almost a fifth of our people are poor today means simply this: their incomes now are very far below the levels required to enable them to enjoy those minimum objective standards which knowledgeable people deem to be even barely adequate on the current American scene, with respect to food, clothing, housing, medical care, education, leisure, and a responsible margin of savings beyond what they spend."

It is the working man's knowledge—gained from the economic school of hard knocks—which makes him intimately interested in such proposed legislation as extension of the Federal minimum wage law to those not yet covered and in a hike in the Federal minimum wage itself.

In an age of automation, the working man also finds his interest quotient high in the matter of Federal standards for unemployment compensation in the states.

Congress adjourned its first session of its 89th version without action on minimum wage and unemployment compensation, much to the consternation of American working men and women. Why?

One of the grim lessons of labor's place in history is that until someone discovers a better way, the only means by which one can buy his way out of poverty when it befalls him is with money.

Under the present scheme of things, America's working class has a tremendously important stake in legislation which will act as a buffer against suddenly being swept across the border into the Land of Poverty.

It will ever be thus as long as the scaffolding holding the working man and woman above the morass of poverty is as thin as next week's paycheck.

SPECIAL NEWS REPORT

Congressmen Call Anew for Investigation Into Antics of Justice Department

The following remarks concerning the administration of justice in the United States were made by Congressmen Kenneth Gray (D-Ill.), Alvin E. O'Konski (R-Wisc.), Robert F. Ellsworth (R-Kans.), and John Dent (D-Pa.), on the floor of the House of Representatives. They are reprinted here from the Congressional Record for the information of our readers.

THE ADMINISTRATION OF JUSTICE IN THE UNITED STATES

The SPEAKER. Under previous order of the House, the gentleman from Illinois [Mr. GRAY], is recognized for 30 minutes.

Mr. GRAY. Mr. Speaker, certain events of the past weeks concerning Edward Grady Partin, admitted informer in the Hoffa case, raise questions of serious concern to me regarding the administration of justice in the United States.

It has come to my attention that one of the Partin indictments which was pending against him at the time he volunteered to become an informer for the United States, first-degree manslaughter and leaving the scene of an accident in the State of Alabama—was nolle prossed. Ten days later, the Alabama jury in the civil case awarded a verdict of \$150,000 in damages to the mother of the young airman who was killed in the accident which led to the manslaughter charge and from which Partin fled and attempted to conceal his automobile causing the accident.

Another indictment against Partin which was pending at the time he became a Government informer involving 26 counts of embezzlement of union funds and falsifying records in violation of the Landrum-Griffin Act is still pending.

I am not concerned with Edward Grady Partin as such nor am I assessing the guilt or innocence of James R. Hoffa. I am concerned, however, with a system of law enforcement in which the Government participates in rendering an individual immune from prosecution for alleged crimes committed in return for cooperating in "getting" another person.

Serious questions arise surrounding the circumstances of Partin's continued immunity:

Why was Partin released from his Baton Rouge cell where he was incarcerated because his bail bond had been canceled?

Why has the Department of Justice granted him its protective mantle when he was faced with at least three lifetimes in jail under the four indictments that were then pending against him?

Why does the Department of Justice continue to afford Edward Grady Partin the protection of U.S. marshals even when he is engaged in racing automobiles in various States in the Union?

Why does Partin receive the protection of marshals while he is engaged in a strike at this very moment with Bulk Transport in Louisiana and where Partin and his local have been enjoined from all picketing because of the violence that has erupted in the course of the strike?

Why should U.S. marshals be provided at taxpayers' expense in a situation where attempts have been made to blow up gas tanks, where the cabs of trucks have been riddled with bullets, where drivers have been severely beaten?

Why should this protection be afforded at taxpayers' expense when we have lost marshal protection in southern Illinois?

Why does the State of Alabama refuse to intervene in prosecuting Partin in a case which has already resulted in a damage suit of \$150,000 assessed against Partin and the International Brotherhood of Teamsters?

Why did the Department of Justice avidly seek the indictment of Partin on 26 counts of Landrum-Griffin violations encouraging witnesses to appear before the grand jury at the risk of their lives for testifying against Partin and now engages in a series of requests for postponement of the trial for an indefinite period?

A major purpose of the Landrum-Griffin law in 1959 was to protect the rank-and-file trade union member against misuse of his union dues by union officers. The Justice Department supported passage of that legislation. They asserted that it was urgently required. Yet here we have the Justice Department sitting for over 3 years on 26 counts of

an indictment for embezzlement and falsification of union accounts against a trade union official.

Today that official is still operating as the secretary-treasurer of Local No. 5 of the Teamsters Union.

Yet, this man, Edward Partin, is alleged to be an embezzler. At least, that is the view of a grand jury which looked long and hard into his affairs. Thirteen counts of embezzlement were handed down against him. Was not the Landrum-Griffin law passed, in part, because of allegations of corruption being backed up by violence to silence internal critics where embezzlement of union funds was taking place? Such specific allegations have been made in regard to Partin's local. The two chief critics of Partin, and the early voices to allege the embezzlement which was confirmed by the grand jury, were set upon and savagely beaten as a reward for their vigilance. A 600-pound safe, with all the local's books and records then disappeared from the union hall and was found empty in the river. One of Partin's two major critics was killed in an unusual industrial accident.

Is this not the pattern of events that we set out to cure in 1959 by passage of the Landrum-Griffin law? Then the Justice Department said "Give us the tools and we will finish the job." We gave them the tools but they have lain down on the job.

What use is it for us here and for our friends in the other body to hold hearings, to write reports, to attend debates and to work to perfect a law to minimize trade union corruption if that law is not going to be enforced in so flagrant a case as this? Here we have 13 counts of embezzlement, 13 more counts of falsifying accounts, records have been destroyed, critics have been beaten and one has been silenced forever by a strange accident, yet—for more than 3 years now—the indictments have been in suspense.

There is an affidavit alleging that

Partin told a cellmate that he was prepared to testify to anything that the Government wanted him to testify to if "he could be sprung."

What was Edward Grady Partin facing when he told the district attorney in Baton Rouge that he had evidence that would get Hoffa?

Here are the facts.

On October 5, 1962, Edward Grady Partin, a Teamster official in Baton Rouge, La., lay in jail facing the following charges:

First. Forgery of a union withdrawal card. Trial date had been set for October 23 in district court.

Second. Embezzlement and falsifying records, 26 counts in all, 13 of falsifying records and 13 of embezzlement. Partin was expecting to go to trial in the Federal court and could have been fined \$260,000 and sentenced to 78 years in prison on these counts.

Third. Manslaughter—Partin also faced first degree manslaughter and leaving the scene indictments in the State of Alabama.

Fourth. Kidnapping—Partin was under indictment on the charge of aggravated kidnapping and trial had been set for the jury week of November 12 in district court.

Three damage suits totaling \$400,000 were also pending against Partin in connection with the Alabama incident which was the basis of the manslaughter indictment.

Two days later, October 7, 1962, Partin walked out of jail. He has not been back. Today he is the secretary-treasurer of Local No. 5 of the Teamsters Union in Baton Rouge, La.

On October 5, 1962, when Partin lay in jail over these multiple, serious indictments and facing civil suits claiming heavy damages, his prospects were further darkened by a New York bonding company revoking his \$50,000 bailing bond. Two days later Partin went free on three new bonds totaling \$60,000. In the following 2 weeks the trials of Partin on various charges were postponed by Government request.

Evidence by Justice Department Lawyer A. Frank Grimsley, at the Chattanooga trial, makes it plain that Partin's sudden change of fortune took place after he had contacted the Justice Department in late September through a police investigator. Grimsley testified that he met Partin "at least two times. Possibly three." These conferences Grimsley admitted, under strong cross-examination, "probably started in late September (1962)." Grimsley made no bones about the matter that Partin was operating as a Federal undercover agent in the Hoffa case the day after he was released from jail. On the day, October 8, 1962, Partin made a telephone call to Hoffa in Newark, N.J. The telephone call, with Partin's cooperation but unknown to Hoffa, was recorded by Justice Department investigators. The tape recording of the telephone conversation became a

part of the record of the Chattanooga trial. Why did the Justice Department introduce that record after Partin had left the witness stand and leave defense attorneys unable to question Partin about this basic and critical piece of evidence?

In the course of the October 8 telephone call Partin requested to see and discuss with President Hoffa the problems of his Baton Rouge Teamster local. Partin came to Nashville, where Hoffa was about to go on trial, and stayed for 2½ months. He ingratiated himself into the inner council of the Hoffa group, listened in on consultations between Hoffa and his lawyers, and even—according to sworn testimony—made suggestions to Hoffa lawyers that they appoint him (Partin) to take part in extra-legal activities in order to help Hoffa. These suggestions by Partin were rebuffed, Teamster lawyer William Bufalino testified.

Throughout this period Partin reported regularly to Justice Department lawyers who worked on the prosecution of Mr. Hoffa. Does not the record of the Chattanooga trial support 100 percent the defense contention that Partin was a paid informer of the Justice Department planted upon the defendant and his lawyers?

The Partin Record

What sort of a man was Edward Grady Partin that the U.S. Justice Department should grant him immunity from a series of felony prosecutions and then present him as the key witness in a most important national trial?

Partin has other criminal records besides the indictments for embezzlement, falsifying records, forgery, kidnapping and manslaughter which stood against him at the time the Justice Department employed him. In 1943, Partin was sentenced in the State of Washington to serve 15 years for burglary. He twice escaped from jail during the serving of the sentence. FBI records show Partin—FBI No. 2249716—was arrested some 15 times between 1941 and 1948 on a variety of charges including burglary, robbery, and auto theft, larceny, theft, robbery with firearms, etc. When faced with this record by Hoffa attorneys, Partin, on the witness stand, pleaded, "I don't remember, I certainly don't." Partin insisted he had no memory of his burglary conviction and 15-year sentence but finally conceded " * * * it must have been it, I don't remember the name of the place or who was there or whatever it was." Is it not ironical that the prosecutor in the Hoffa trial rested his case largely upon the claim that this same man, Partin, could recall in exact detail conversations he had with Hoffa a year earlier?

Perjury Charges Warranted

During the Hoffa trial in Chattanooga, both Partin and Walter Sheridan of the Justice Department swore under oath that Partin had not been compensated in

any way for his service as a Justice Department informer. The judge asked Partin:

Was there any arrangement for the Government paying any of your expenses and compensating you in any way in your trip to Nashville?

Partin answered:

No, sir.

Sheridan was asked by Hoffa defense counsel:

Have you ever authorized any payment to Mr. Partin?

Sheridan answered:

No, sir.

Sheridan then denied that any promise had ever been made to Mr. Partin. The defense then produced a confidential memorandum of the Justice Department which authorized the payment of \$300 a month to Partin's wife for an extended period of time. Partin admitted that these payments were made in return for his service to the Government. Agent Grimsley also admitted that the arrangement was to make a flat payment of \$300 a month indirectly to Mr. Partin.

Was Cause of Justice Served?

I have laid out in some detail here the facts on Edward Grady Partin and his relationship to the Justice Department and his role in the Hoffa trial in Chattanooga.

I raise the question of the character and activities of Partin because, to me, they go to the root of the problem of how the quality of justice is affected once confidential funds are set up inside the Justice Department to hire paid informers.

To what extent has Federal law enforcement become a law unto itself?

In what prosecutions is the order given "no holds barred?"

What standards are considered before a decision is taken to use the services of a paid informer?

What pressures are felt before a decision is taken to use a paid informer who is already a convicted felon and is under indictment and near to trial for an alleged series of other felonies?

What funds are presently available for this purpose?

The House Judiciary Committee passed a resolution, by a vote of 20 to 13, almost a year ago, calling for an investigation into the operations of the Justice Department. Almost a year has gone by since that resolution was passed but no funds have been authorized and no staff has been obtained to conduct this inquiry.

The facts I have outlined about Mr. Partin and his relationships with the Justice Department are, to me, strong evidence that action is required in this case. Among other things, I think that an inquiry should go into the following questions:

First. Was a deal made between the Justice Department and Partin?

Second. If so, what are the terms of that deal and how do they reflect upon

the standards by which the Justice Department operates?

Third. If no deal was made, then why has there been no prosecution of Partin in the courts on the indictments that he was under 3 years ago?

EXTENSION OF REMARKS

OF

HON. ALVIN O'KONSKI

OF WISCONSIN

IN THE HOUSE OF REPRESENTATIVES

MR. SPEAKER:

I wish to associate myself with the remarks of the Gentleman from Illinois relative to a most important aspect of the administration of justice in our Nation. I thank the Gentleman from Illinois for calling this matter to the attention of the House of Representatives.

From the freedom and the luxurious life that is being enjoyed by a person who has committed almost every sort of crime, it makes people wonder just how such a thing can happen. This is a matter which ought to be looked into from every angle. The Congress has authorized and directed that a Committee be set up for this purpose. With the information brought out by the Gentleman from Illinois, I cannot see how this Committee can avoid investigating this matter thoroughly. If this Committee fails to do this, I believe that Congress has evaded its responsibility. I urge that in the light of what the Gentleman of Illinois has brought out, that this Committee start investigating this matter at the earliest possible time.

EXTENSION OF REMARKS

OF

HON. ROBERT F. ELLSWORTH

OF KANSAS

IN THE HOUSE OF REPRESENTATIVES

Mr. ELLSWORTH. Mr. Speaker, I commend the gentleman from Illinois [Mr. GRAY] for bringing this important matter to the attention of the Congress. It appears that the Justice Department, in its passion to pursue Jimmy Hoffa, is sacrificing the public interest by supporting and defending its anti-Hoffa witness, Edward Partin. The gentleman from Illinois has outlined the situation surrounding Partin, who has given massive testimony against Hoffa. In exchange, it appears that he is being shielded from the lawful consequences of what can only be called a criminal career. For example, Partin has been under indictment on 26 counts of violation of the provisions of the Landrum-Griffin Act, an act intended by Congress for the protection of rank and file union membership. The State prosecution for manslaughter against Partin was recently nolle prossed. Although everyone knows

of Partin's whereabouts and activities, he has never been returned to the jail in Oregon from which he escaped and where he had been serving time for violation of the criminal law.

Further, I am reliably informed that U.S. marshals are in constant attendance upon Mr. Partin as he pursues his private activities, marching in picket lines, driving in automobile races in Alabama, and so forth.

It seems clear enough, Mr. Speaker, that the Department of Justice has made a policy decision in this case, based on a judgment that pursuit and prosecution of Hoffa outweighs considerations of justice, punishment of criminal offenders, protection of rank and file labor union membership, and of the general public.

I urge the House Committee on the Judiciary to pursue its investigation of this aspect of the Justice Department's administration. There is ample authority for such an investigation—indeed, the committee adopted an authorizing resolution sponsored by the gentleman from Ohio [Mr. McCulloch] in September 1964, by a bipartisan vote of 20-13. I trust the Committee on the Judiciary will pursue this investigation as a first order of business when the 2d session of the 89th Congress convenes in January 1966.

EXTENSION OF REMARKS

OF

HON. JOHN DENT

OF PENNSYLVANIA

IN THE HOUSE OF REPRESENTATIVES

MR. SPEAKER:

I have listened in complete amazement to the charges made by the Gentlemen from Illinois this afternoon. The fact that such statements are made on this Floor should be of grave concern not only to the Judiciary Committees of the House and Senate, but more so to the Department of Justice. Without any question, the proper committee of the House should investigate this matter and ascertain whether or not justice is being meted with, and whether or not the law is being warped by those more interested in the individual charged with violations than the violations themselves.

The charges against James Hoffa, President of the Teamsters, it appears, have been pursued rather relentlessly and publicly over a number of years. The gentleman from Illinois has called to the attention of the Congress that Edward Grady Partin, self-confessed informer in the Hoffa case, has been granted immunity from prosecution on charges that could result in three lifetimes in the penitentiary. He pointedly asks the question "Has there been a deal made between the Justice Department and Partin whereby Partin is granted this immunity and in return he cooperates with the Department in their drive to 'get Hoffa?'"

I am certain that no one in this House knows the answer to this question. But it is certainly a question that should be looked into by the Department of Justice and particularly the House Judiciary Committee, which has been directed by the McCulloch Resolution adopted by the Judiciary Committee by a vote of 20 to 13 in September, 1964, calling for an investigation of the Justice Department including the Hoffa case.

No member of this House wants anyone to be exonerated from a violation of the law in any respect; but by the same token, no one in this House can afford to sit idly by if there is any suspicion justice is being toyed with. Not being an attorney, I cannot judge the merits of this case, although as a public servant I have tried, with many Teamsters in my District, to keep abreast of this case. I find it alarming, to say the least, when I read that certain statements admitted into the court proceedings by the defense have been treated lightly.

The problem isn't strictly Mr. Hoffa's or the Teamsters; nor is it solely a problem of individuals or groups of individuals. It is a case of whether or not an organized move is underway to discredit a union representing hundreds of thousands of workers. In the early days in coal mining communities, the first leaders of the mine worker unions were held up to public scorn and persecution. Thankfully, we have outlived that day and now have a whole series of labor-management laws to protect management, labor, and the public. One wonders even, whether the real damage being done in this instance is being done to the Teamsters with a fallout damage to other unions.

Many members of the Teamsters I have known for many years in my community approached me on this subject. They have expressed the fear that it was a move to discredit and, in time, destroy the effectiveness of their union.

I wish to say now, as I have told my constituent Teamsters, that I have no way of knowing the merits or demerits of the Hoffa case nor is this the proper tribunal for going into the case. But I have expressed deep concern with charges dealing with the maladministration of justice, and it is for this reason that I have on two previous occasions on the Floor of this House called for an investigation of these charges.

Our Department of Justice must be above any charges of bias or prejudice. So long as there is a question as to the fairness of the prosecution of this case, the question must be resolved. The most important tool in the arsenal of democracy is equity under the law.

We cannot allow the judicial procedures of our government to look away from the protection of all citizens and from granting all citizens equity by law to the fullest extent. Above all in this matter, we must insure that the dignity of the Federal Government, and all of its branches, including the Department of Justice, stands above any hint of inequity and prejudice.

GENERAL EXECUTIVE BOARD

JAMES R. HOFFA
General President
25 Louisiana Ave., N. W.,
Washington 1, D. C.

JOHN F. ENGLISH
General Secretary-Treasurer
25 Louisiana Ave., N. W.,
Washington 1, D. C.

JOHN T. O'BRIEN
First Vice President
4217 S. Halsted St.
Chicago 9, Ill.

JOSEPH J. DIVINY
Second Vice President
25 Taylor St.,
San Francisco 2, Calif.

EINAR MOHN
Third Vice President
1870 Ogden Dr.,
Burlingame, Calif.

HARRY TEVIS
Fourth Vice President
535 Fifth Ave.,
Pittsburgh 19, Pa.

JOHN O'ROURKE
Fifth Vice President
265 W. 14th St.,
New York 11, N. Y.

THOMAS E. FLYNN
Sixth Vice President
100 Indiana Ave., N. W.
Washington 1, D. C.

GORDON R. CONKLIN
Seventh Vice President
320 University Ave.,
St. Paul 3, Minn.

JOHN B. BACKHUS
Eighth Vice President
N. W. Cor. 11th and Chew Sts.
Philadelphia 41, Pa.

GEORGE E. MOCK
Ninth Vice President
1722 J St.
Sacramento 14, Calif.

MURRAY W. MILLER
Tenth Vice President
1330 N. Industrial Blvd.,
Dallas 7, Texas

HAROLD J. GIBBONS
Eleventh Vice President
25 Louisiana Ave., N. W.,
Washington 1, D. C.

ANTHONY PROVENZANO
Twelfth Vice President
707 Summit Ave.,
Union City, N. J.

FRANK FITZSIMMONS
Thirteenth Vice President
2741 Trumbull Ave.
Detroit 16, Mich.

TRUSTEES

JOHN ROHRICH
2070 E. 22nd St.,
Cleveland 15, Ohio

FRANK J. MATULA, JR.
1616 W. Ninth St.,
Los Angeles 15, Calif.

MAURICE R. SCHURR
4345 Frankford Ave.
Philadelphia, Pa.

THE INTERNATIONAL Teamster DEDICATED TO SERVICE

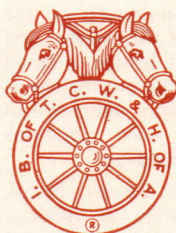
Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

Volume No. 62, No. 11

November, 1965

Hoffa Honored at Testimonial Dinner	7
<i>35 years a Teamster recognized in N.Y.C.</i>	
Dairy Locals Study Industry Changes	10
<i>Mid States East Coast Conf. meets in New Orleans</i>	
Teamsters Fight to Protect REA Members	12
<i>Face raid by low-wage oriented BRC</i>	
Ground to Air Communicators Go Teamster	15
<i>Find union home in IBT following NMB election</i>	
IBT General Executive Board to Las Vegas	17
<i>To attend City of Hope fund-raising dinner</i>	
Labor Regroups to Win 14(b) Repeal	22
<i>All not glum after defeat in 1st session</i>	

On Page 1, a SPECIAL REPORT Congressmen Call Anew For Investigation into Justice Department Antics



The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

Editorial material should be addressed to:
Teamsters Union, Office of Public Relations and Publications,
25 Louisiana Ave. N. W., Washington, D. C. 20001.



POSTMASTERS—ATTENTION: Change of address cards on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 810 Rhode Island Avenue, N. E., Washington, D. C. 20018. Published monthly at 810 Rhode Island Avenue, N. E., Washington 18, D. C., by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in U.S.A. Subscription rates: Per annum, \$2.50; Single Copies, 25 cents. (All orders payable in advance.)
Printed in national and informational editions.

From The



FIELD

Minnesota Teamster Saves Stalled Motorist

Sidney Cramer, a member of Teamster Local 120 in St. Paul, Minn., recently saved the life of a motorist as a train sped toward his car stalled at a railroad crossing.

Cramer, tow-truck driver, was waved down by the motorist whose car was stuck on the tracks. The Teamster began attaching towing cables to the car, but before he started to pull the car, he noticed an approaching train.

Cramer yelled but the motorist failed to hear the warning. The Teamster ran to the car and pulled the motorist out just before the train crashed into the car.

Vice President Honors Retiring Local Officer

International Vice President Murray W. Miller, director of the Southern Conference of Teamsters, was the principal speaker at a dinner sponsored by Teamster Joint Council 87 for L. M. Hoover, retiring president and business manager of Teamster Local 891 in Jackson, Miss.

Hoover, who served the local union for 21 years, was given a watch by the membership.

Louisiana Officer Suffers Heart Attack

Louis Rousseau, secretary-treasurer of Teamster Local 969 in Lake Charles, La., died recently following a heart attack.

Rousseau, a 25-year member of Local 969, was completing his second term as business agent at the time of his death.

Teamster Saves Brother Driver

Teamster Joseph Cardell, a member of Local 429 in Reading, Pa., saw the red glow in the sky before coming to the wreck on Highway 422 east of Lebanon, Pa., in the early hours after midnight.

When Cardell came upon the accident scene, he saw that it was the result of a head-on collision between a tractor-trailer and an auto.

The Teamster stopped his truck and got out, taking his fire extinguisher with him. Both the vehicles were afire. He saw the truck driver, apparently dead in the cab, and checked the auto driver who was dead without question up the road.

As he was returning to his rig, Cardell heard the other truck driver moan, so he pulled him out. The action saved the life of Leroy L. Leibelsperger, coincidentally also a member of Local 429.

Cardell alerted police and an ambulance to the scene and completed his trip.

Denver Officer Named To Career Service Board

Francis H. Salter, president of Teamster Local 13 in Denver, recently was appointed by Denver Mayor Tom Currigan to serve another 5-year term on the city's Career Service Board.

Salter has served two previous 5-year terms on the board and has been chairman since September, 1964.

The board makes rules governing all city workers, except police and fire department personnel and 50 exempt employees appointed directly by the mayor. The board also has authority over hiring, dismissals, promotions, and the annual wage survey.

St. Louis Officer Named to Board

Edwin D. Dorsey, vice president of Teamster Joint Council 13 and secretary-treasurer of Teamster Local 618 in St. Louis, Mo., has been appointed by St. Louis Mayor A. J. Cervantes to serve as one of 15 members of the board of directors for the city's Plan for Industrial Expansion.

Governor Appoints Western Organizer

Dave Sweeney, an organizer for the Western Conference of Teamsters, recently was appointed by Washington Gov. Daniel J. Evans to that state's Interim Committee on Industrial Insurance Appeals.

The committee is a newly-created body established to study appeals procedures of the Industrial Insurance Law. Sweeney, formerly of Denver, has been in the northwest for the past two years.

Washington Teamster Retires from Office

Arthur J. Hobbs, a Teamsters Union member for nearly 30 years, has retired as secretary-treasurer of Teamster Local 411 in Mt. Vernon, Wash.

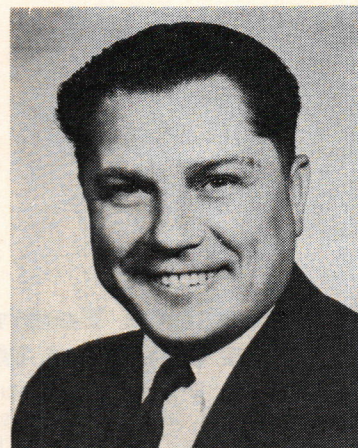
The local union's executive board appointed Hobbs' son, James, who had served as business representative for some time, to complete the term of office.

Educational Program Aided by Teamsters

Officials of two Teamster local unions in the Los Angeles area are contributing their time to a special educational program being provided for students of Pierce College.

Mark Whiting of Local 93 and George McBride of Local 737—both serving their memberships as secretary-treasurer—are among a group of experts lecturing on phases of the dairy industry.

Message of the General President



The Lesson of Self Help

NO BETTER ARGUMENT for union membership was ever put forward than the failure of the last session of Congress to act in areas vitally important to working men and women.

No one will deny that Congress performed well in the area of broad social welfare legislation sorely needed by the country with such advances as medicare, aid to education, and in the area of war on poverty.

However, failure of the Congress to act in the area of basic economic security served to emphasize what union men and women have known for a long time—there is no substitute for self-help such as is present when men and women band together to bargain collectively with their employer.

Congress proved to be a poor negotiating team to send to the bargaining table for such gut issues as job security, decent wages, protection against economic ruin from automation, protection during periods of joblessness, and other issues which are all part of any good union contract.

Seventeen million workers in the country today have no minimum wage protection. They work overtime for straight-time wages which themselves are woefully below what is needed for a minimum standard of living. They have no protection under the Fair Labor Standards Act—and Congress took no action to extend minimum wage protection to these 17 million people who operate in the jungle of human exploitation.

In an era when automation and technological advances are held back only by the time industry needs to put them into the production line, no action was taken by the Congress to set Federal standards for unemployment compensation. Thus, the worker who loses his job to a machine has no protection other than the various standards set by the various states.

The cruel fact here is that only 4 out of 10 unemployed ever receive compensation, and even those who do receive it find it is poor economic weaponry to keep the wolf from the door.

Even the working man and woman who have taken the step into a union to help toward a better standard of living in the 19 states where “right-to-work” laws prevail, received a cruel snub by the Senate which fell to Dirksen’s filibuster on repeal of Section 14(b) of Taft-Hartley.

These people who have demonstrated a willingness to engage in the American way of helping themselves were abandoned by a Congress unwilling to let them have an effective union.

Yes, the working man who waits for the Congress to protect him in the area of decent wages, job security, and protection in times of joblessness, plays a dangerous game with his own economic future.

Union membership has long been the reasonable and practical alternative to waiting for the Congress to legislate fairness and equity into the marketplace of human labor.

Although this fact does not excuse the Congress from its obligation to protect those who have fallen victims in our competitive society, it is a message which should be taken to all workers by union organizers.

The importance of self-help was never better underscored than it was by the last session of the Congress.

STATE OF THE UNION

35 years a Teamster

Hoffa Honored at Testimonial By Joint Councils 16 and 73

FRIENDS OF Jimmy Hoffa overflowed the main ball room at the Americana Hotel in New York City last month to honor the General President of the International Brotherhood of Teamsters on the occasion of his 35th anniversary in the Teamster movement.

The \$100-a-plate testimonial dinner was sponsored by Teamster Joint

Councils 16 and 73, with Thomas E. Flynn, director of the Eastern Conference and International Union vice president as chairman. Co-Chairmen were John J. O'Rourke, president of Joint Council 16; and Anthony Provenzano, president of Joint Council No. 73.

The affair, attended by 3,300, was co-ordinated by Joseph Konowe, sec-

retary-treasurer of New York Teamster Local No. 210 who is an administrative assistant to Hoffa.

Of the honored guest, Flynn had this to say:

"Our general president is more like an international business agent. Whenever there is trouble, he is there. Whenever there is a strike, he is there. Whenever there are negotia-

An overflow crowd of the friends of Jimmy Hoffa listen as the Teamster General President speaks following a testimonial dinner in his behalf at the Americana Hotel in New

York City last month. The affair was in honor of Hoffa's 35th anniversary as a Teamster, and was sponsored by Teamster Joint Councils 16 and 73.





Roses for the First Lady of the Teamsters, Josephine Hoffa, were in order. Her daughter Barbara and son Jim Jr., and son-in-law, Robert Crancer, nod their approval.



General Secretary-Treasurer John F. English was there to honor Hoffa and was quick to acknowledge his admiration for Hoffa and his accomplishments on behalf of the Teamster membership.



Hoffa appraises a bust of himself which was presented by Eastern Conference of Teamsters Secretary-Treasurer Joseph Trerotola who said it was "to put on your mantelpiece so your grandchildren will enjoy it."

tions, he is there."

The program described the guest of honor in this manner:

"Brother Hoffa is a fearless and aggressive leader, yielding no ground in fighting for the rights of his people, or in compromising those rights. The time of day or night means nothing, nor does his personal inconvenience mean anything, if a union problem is urgent or a matter of great importance demands immediate attention—he hops to it."

Further, the program testimonial declared:

"By sheer dint of personal application, perseverance, utter devotion to the cause and an ability to absorb punishment and bounce back, he has etched his name indelibly in the annals of Teamsterism and labor."

Both O'Rourke and Provenzano were high in their praise of Hoffa for his leadership of the world's largest union and the benefits he has obtained for the rank-and-file.

The autograph line formed early and remained late as dinner guests sought the signature of the guest of honor on programs and books.

Another highlight of the evening was a tribute to Hoffa by General Secretary-Treasurer John F. English. English, who has served under three Teamster general presidents, was quick to acknowledge to the dinner guests his admiration for Hoffa and his accomplishments for the members he serves.

Guest speaker was Cecil Moore, president of the Philadelphia chapter of the National Association for the Advancement of Colored People.

Three presentations were made to Hoffa, one for his assistance to a children's eye and dental clinic in New York City—given when no other organization would help, the speaker declared; one was a gift from the Washington, D. C., staff; and another, presented by Joseph Trerotola, secretary-treasurer of the Eastern Conference of Teamsters, was a bust of Hoffa which Trerotola said was "to put on your mantelpiece so your grandchildren can enjoy it."

Following the dinner and speeches, dinner guests were entertained by Tony Martin, Allen and Rossi, and Billy Spina and Bobby.

Hoffa's family occupied a table near the dias. Mrs. Hoffa was presented a bouquet of red roses, and at her side during the presentation were her daughter Barbara, her son Jim, Jr., and her son-in-law Robert Crancer.

Hoffa, who spoke only briefly, declared that all the adverse publicity the press could give "has not kept those who understand the problems of labor from being here tonight."

Obviously proud of the organization he represents, Hoffa declared that the union has grown from 72,000 members in 1932 to its present membership strength of more than 1.7 million.

"We have suffered vilification from our enemies, and have operated in an era of the most repressive labor legislation in the history of the nation,"

Co-Chairmen of the affair were John O'Rourke (left) and Anthony Provenzano. O'Rourke is president of New York Joint Council No. 16, Provenzano of New Jersey Joint Council No. 73.

Leon Katz presents Hoffa with a plaque to commemorate Hoffa's help for a children's eye and dental clinic in New York City.





Joseph Konowe, who was co-ordinator for the Hoffa testimonial dinner, presented Hoffa with a gift from his Washington staff. Looking on is Eastern Conference Director Thomas E. Flynn.

Intercity Freight Up 11.8% Over Last Quarter

The volume of intercity freight hauled by truck during the second quarter of 1965 was 11.8 per cent above that for the same quarter last year according to the American Trucking Assns., Inc., regular survey.

A total of 2,559 Class I and Class II intercity common and contract carriers of property transported 133,303,222 tons of intercity freight in the second quarter this year. The total for the same quarter in 1964 was 119,229,640 tons.

Tonnage gains were registered in each of the nine geographical regions. The largest increase was reported by carriers in the Southern Region, up 16.5 per cent. The only other region above the national average was the Central area with 15.1 per cent increase.

he declared, "but the Teamsters Union has never been cowed."

He received a standing ovation for his remarks.

Serving on the testimonial dinner committee were John Hoh, Lester Connell, Joseph Trerotola, Bernard

Adelstein, Patsy Crapanzano, Abe Price, Charles Ullrich, Dave Levinger, Robert Sullivan, William Lewis, Julius Feldblum, Domenick Calabrese, Herbert Heilmann, Joseph Biancardi, Anthony Cusano, and Joseph G. Landgraf.

Jimmy Hoffa's Secret

(Editor's Note: The following editorial appeared September 29, 1965, in the Salisbury (Md.) Times, and is reprinted here for your information.)

James R. Hoffa can understand why his fellow countrymen are deeply impressed by a Teamsters Union plan to hold testimonial dinners to pay his heavy legal expenses.

By the time a federal jury in Chicago had convicted Mr. Hoffa and six others of fraud and conspiracy in 1964, after the defendant had been convicted earlier that year by another federal jury of tampering with a previous federal jury in 1962, it looked as if the legal roof had fallen in on the president of the Teamsters Union.

The previous jury had been hearing charges of accepting illegal payments from an employer.

As if a double dose of courtroom adversity hadn't been enough, Mr. Hoffa was told he could use no money from the union's treasury to pay for further legal counsel. Henceforth, he would be on his own.

Against this background of morale-shattering events, most men wouldn't stand a chance of a testimonial dinner. In fact, few men stand a chance of a testimonial dinner after a lifetime of behavior so circumspect their names never have been mentioned in a courtroom, or even in a congressional hearing.

But the president of the Teamsters Union has been a cut above other men in this respect. He has been able to command support whenever and wherever he needed it, not because he was blameless in reputation or conduct, but because he had complete control of his union and the best counsel money could buy, except now he says he is broke.

A great many people have tried to understand Mr. Hoffa. The Kennedy brothers, Robert and John, made a public project of understanding him, but without signal success.

Perhaps someone will explain him in the course of the testimonial dinners to pay for President Hoffa's legal counsel. Many a beleaguered group leader would like to know the secret of being popular in the face of many-sided adversity.

It usually works out that a man's friends don't know him when he is out of luck.

Cited for Service



Ben Merker, secretary-treasurer of Teamster Local 102 in Newark, N. J., was recently the guest of honor at a testimonial dinner, attended by more than 900. The dinner was sponsored by the Essex Unit of the New Jersey Association of Retarded Children. Dignitaries attending the affair included Joseph Konowe, who represented Teamster General President James R. Hoffa; International Vice President Harold J. Gibbons; Julius Feldblum, vice president of Joint Council 73; Congressman Paul Krebs, of the 12th N.J. district; and Joel Jacobson, president of the AFL-CIO New Jersey industrial union department. Merker donated the proceeds of the dinner to the Essex Unit of the state association for retarded children. Merker is shown here with Cyrus Lewis, president of the Essex Unit, who presented Merker with a plaque. Mrs. Merker looks on.

Shrinking Job Picture

Mid States East Coast Dairy Conference

Studies Industry Distribution, Other Changes

PROBLEMS resulting from dairy industry changes in automation, distribution, and marketing were given a thorough study by the Mid States East Coast Dairy Conference meeting at New Orleans, Oct. 20-22.

Nearly 100 delegates from more than 40 Teamster local unions—most of them dairy locals—in a score of states were on hand to exchange views at the 25th annual meeting of the Conference.

They worked toward evaluating dairy industry innovations of recent months, particularly those dealing with technology and changes in wholesale and retail delivery. Besides general discussion of common problem areas, nearly every delegate gave a report on recent organizing and negotiation work done locally.

How jobs shrink as a result of changing distribution technology in

the dairy industry was illustrated by Luke Kramer, business agent for Teamster Local 380 in Boston.

He described a new processing plant—which incidentally needs fewer workers because of automation—built by Sealtest at nearby Framingham, Mass., which has resulted in more than a half-dozen plants being closed by Sealtest within a radius of 150 miles.

Howard L. Haynes, secretary-treasurer of Teamster Local 783 in Louisville, Ky., and also secretary of the Conference, discussed a new trend in marketing which threatens to result in fewer delivery days for wholesale routemen.

He said the industry has successfully proven in an experiment at Fremont, Neb., that it is possible to win both the store owner and customer approval with a new cooling box that

permits milk to stay fresh longer.

August Burnier, secretary-treasurer of Teamster Local 754 in Chicago, discussed the effects of automation on the dairy industry insofar as improved highway networks, better refrigeration, and automated plants are concerned.

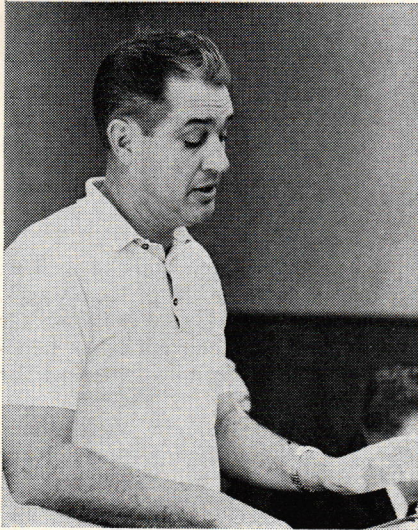
As an example of how jobs are lost in the industry, Burnier cited his own area where Carnation Milk once had 5 milk processing plants and now has but one, and where Borden once had 4 plants and now has only one. His remarks were echoed by delegates from other areas.

Burnier described a supplementary unemployment benefit program created by his local union to combat the ill effects of automation upon the membership. The plan supplements state unemployment compensation.

Dropouts and mixed deliveries were discussed by the delegates as were

Nearly 100 delegates attended the Mid States East Coast Dairy Conference in New Orleans late in October to discuss problems resulting from changes in production, distribution, and marketing in the dairy industry.





Howard L. Haynes of Teamster Local 783 in Louisville, Ky., took time from his task as secretary of the Conference to make a point.



Gene Hubbard of Teamster Local 246 in Washington, D. C., was chairman of the Dairy Conference meeting which is an annual event.



Thomas J. Haggerty, Local 753 in Chicago, treasurer of the Dairy Conference, called it an "informative, beneficial" meeting.

problems connected with discounts and rebates.

Representatives from local unions in the United States found they had things better than they believed after listening to George Harrison, secretary-treasurer of Teamster Local 647 in Toronto, Canada.

Harrison described the dropout system, Canadian style, in which parliament—not the dairy owners, workers or customers—decides on what day milk products will not be delivered.

Gene Hubbard, secretary-treasurer of Teamster Local 246 in Washington, D.C., and chairman of the Conference, discussed the problems created by non-union dairies that sell milk to government institutions. He related his experience in the nation's capital where Local 246 recently appealed to President Johnson regarding a District dairy with substandard wages.

Long Distance Hauling

Hubbard suggested that perhaps it would be a good policy to try and get a prevailing wage bill covering the dairy industry through Congress, to be stipulated in much the same manner as the prevailing wages and labor conditions are considered for the construction industry.

Other delegates cited the changing picture in long distance hauling of milk. For example, milk is shipped from Waterloo, Iowa, to El Paso, Tex., a distance of nearly 1,500 miles, where it is sold for 69 cents a gallon. Some Minnesota dairies ship all the way to Florida with their tankers returning

filled with syrup, lard, sugar, and other staples.

Jurisdictional problems stemming from these changes in distribution and marketing and resulting in job losses and contract policing difficulties came in for a heavy and lengthy discussion.

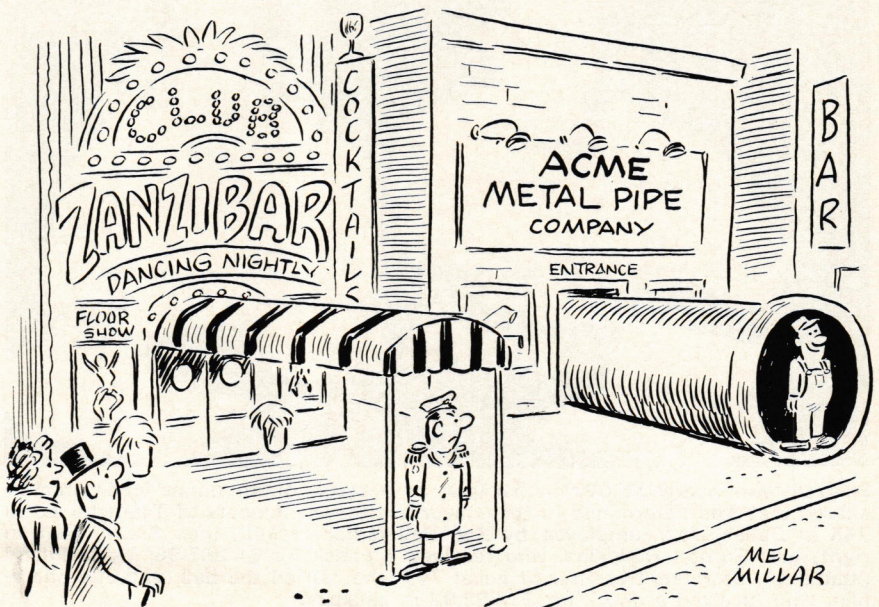
The Conference resolved to call upon the International General Executive Board to request that it consider the problem of jurisdiction in terms of guarantees of historical rights for dairy local unions.

Ted C. Wills, secretary-treasurer of Teamster Local 517 in Fresno, Calif., and a guest at the meeting gave a report on some of the perils regarding health and welfare and related pro-

grams, particularly in reference to medical groups that take advantage of such plans.

William Griffin, director of the International's Miscellaneous Division, led a discussion on whether dairy driver-salesmen should be brought under the Wage and Hour Act. He cited government attitudes showing a tendency to move in this direction. Most of the delegates were opposed to the idea.

Thomas J. Haggerty, president of Teamster Local 753 in Chicago and treasurer of the Conference, called the 3-day meeting "informative and beneficial" to all—a sentiment with which every delegate agreed.



For REA Members

Teamsters Fight to Protect Long-Time Members From Raid by Low-Wage Oriented Union

THE INTERNATIONAL Brotherhood of Teamsters has entered into an all-out battle to protect the high wages, good hours and conditions of 3500 members employed by Railway Express Agency across the country.

The members are in danger of being swallowed up by the Brotherhood of Railway Clerks (BRC)—a traditionally low-wage negotiating union—as a result of the BRC's successful petition to the National Mediation Board (NMB) for a system-wide representation election.

The BRC represents approximately 30,000 REA employees.

The Teamsters have represented approximately 3,500 REA drivers and workers since 1935, and have honored

a "no-raid" pact with the BRC worked out many years ago with the NMB.

Even though the BRC presented no evidence that a Teamster member at REA was interested in becoming a member of the BRC, the NMB ordered the election.

Not only was the election ordered on a winner-take-all basis, but the government agency charged with administering labor affairs under the Railway Labor Act, ordered the election completed by December 1, 1965.

In outlining the Teamster plan to protect the 3500 Teamster members at REA, Teamster General President James R. Hoffa declared:

"We have represented approximately 3500 REA employees for

many, many years, and have been successful in obtaining for them wages, hours, and working conditions far superior to those the BRC has negotiated for its members working for REA.

"Year after year, in negotiations, we have succeeded in getting for our REA members wages and benefits which are over and above those which fit into the railroad pattern.

"We abided by the arrangement which we worked out with the Brotherhood of Railway Clerks many years ago whereby they would leave our members alone and we would leave theirs alone, even though BRC REA employees have repeatedly sought Teamster membership.

Broken Pledge

"Now that the Brotherhood of Railway Clerks has broken this pledge, we have no choice but to go all-out to win the election among approximately 35,000 REA employees. We cannot as honest and dedicated union leaders leave any stone unturned in an effort to protect our REA members from the low wage patterns which are historically accepted by the BRC for its members."

Hoffa further declared in a strategy meeting in New York City:

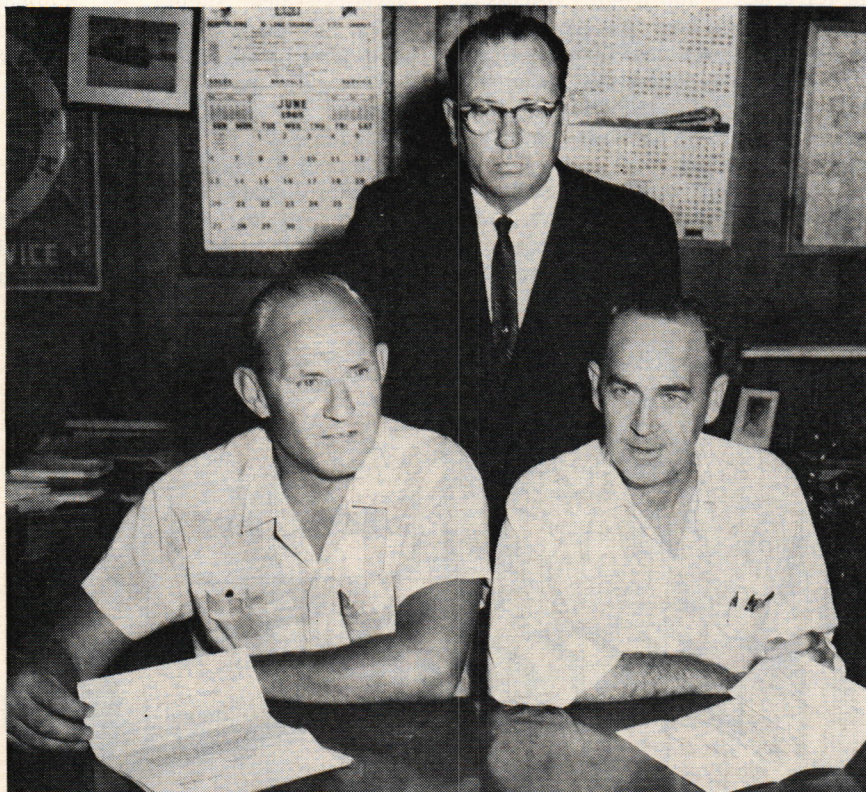
"Now that the battle has been begun by the BRC, we also have the opportunity to take into our organization those BRC members who have suffered from substandard representation by the BRC."

Hoffa pointed out that REA employees represented by the BRC who work in the 16 largest U.S. cities received only 27 cents in their last contract. REA employees represented by the BRC working in remaining REA places of employment received only 12 cents.

By contract, REA employees represented by the Teamsters received 40 cents an hour increase in their last contract, and there was no differential wage gimmick whereby workers in smaller towns took less than those in metropolitan areas.

Hoffa further related to the meeting that Teamsters have consistently nego-

Backpay Checks



Pleased with nearly \$6,000 in backpay as a result of an unfair labor practice charge that was determined in their favor are these members of Teamster Local 745 in Dallas, Tex., employed by Red Ball Motor Freight, Inc. Shown (left to right) are: Gordon Hodgkins, who received a check for \$4,287.96; W. L. Piland (standing), secretary-treasurer of Local 745 who carried the ball, and Joe Shamblin, who received a check for \$1,682.92 in backpay.

tiated 100 per cent retroactivity of its members whenever negotiations went past contract expiration dates.

By contrast, the BRC in 1957 ran over the contract expiration date and got no retroactivity. In 1960, the BRC negotiated 5 months retroactivity, but lost 8 months; in 1962, the BRC got six months back pay, lost 3, and in the 1962-63 negotiations, the BRC got 9 months back pay, but lost 2.

"This is the serious situation faced by our Teamster members at REA today," Hoffa said. "After years of superior union representation, they find themselves faced with the prospect of being swallowed into a union which lags behind in negotiations, lets grievances hang for months and months, does nothing to eliminate wage differentials for equal work, and lags far behind in fringe benefits it obtains for its members."

Hoffa quoted from testimony given by George Harrison, high BRC official, who admitted that his union is inferior to the Teamsters. Said Harrison in testimony before a National Railway Labor Emergency Board No. 145, March 13, 1962 (from page 1068 of the transcript):

Woefully Underpaid

"And let me tell you, our people are woefully underpaid in respect to the Steelworkers and the men represented by the International Brotherhood of Teamsters. We are in trouble all of the time because our people confront us with the rates paid by the Steelworkers and truck operators for similar types of employment."

Hoffa also outlined steps taken by the Teamsters to protect REA members on another front.

"We have gone into court to attempt to prevent a 'quicky' election and sought to enjoin the NMB. We believe that when 35,000 working men and women are asked to make a decision regarding their future collective bargaining status that they should have time to weigh the facts. The decision they make in this election can affect the economic well being of themselves and their families for years to come," Hoffa declared.

"Yet, because of the action of the NMB, these working Americans are forced to make a quick search for facts among rumors and lies of a 'quicky' campaign and do the best they can in a bad situation. It is not fair to them, and we sought to prevent it

in court. But, all of you know how difficult it is to prevail against a government agency."

Among the rumors and lies being circulated among REA employees are ones which say they will lose their Railway Retirement Plan — even though this plan was given them by an Act of Congress and can only be taken away by an Act of Congress.

Another rumor is that the Teamsters want to put the REA out of business. The fact is that Teamsters have constantly testified before committees of Congress on proposed laws which would have given much REA business to first class post offices.

Joint councils and local unions in all areas where REA employees work are carrying out a vigorous campaign in the time allowed to get the Teamster message to the REA employees.

As the campaign came down to the wire—the NMB will mail ballots to the workers October 30th—cautious optimism prevailed in the Teamster ranks.

Two Contracts

Teamster Local 970 of Minneapolis, Minn., has negotiated new contracts with Univac division of the Sperry-Rand Corp., and with Timesavers, Inc. Earl Drange, Local 970 secretary-

treasurer, said the Univac agreement provides hourly wage increases ranging between 10 and 12 cents an hour the first year and 10 cents in the second and third years each for 110 members in mechanically skilled crafts. There also were fringe gains.

Drange said the Timesavers contract, covering 127 members, calls for an 8-cent hourly wage gain each year for three years, plus a fully paid health and welfare program along with improvements in other clauses.

Frozen Foods

Drivers and warehousemen employed by Del Norte Frozen Foods, in Arlington, Tex., voted for representation by Teamster Local 47 of Fort Worth, Tex., in a recent National Labor Relations Board election, according to J. O. Allgood, Local 47 secretary-treasurer.

Idaho Election

Drivers, warehousemen and clerks employed by J. Weil Co., Inc., a tobacco, candy, and sundries wholesaler in Boise, Idaho, voted for Teamster representation in a recent National Labor Relations Board election, according to Elgie Farris, Local 483 secretary-treasurer.

Grievance Session



Taking part in the quarterly National Freight Committee grievance session held last month in Washington, D.C., were these Teamster and management members of the committee. Union officials shown (left to right) starting at top of photo are: General President James R. Hoffa; General Organizer Roy Williams (behind recorder); Robert Flynn of the Eastern Conference of Teamsters; Ted Merrill, vice president of Teamster Joint Council 42; Walter Shea, Eastern Conference, and General Organizer Verne Melton.

Hoffa Helps Dedicate

New Headquarters, Health Center Opened by Milwaukee Local 200

Thousands of members and their families were on hand the first Sunday in October when Teamster Local 200's new headquarters and health center was officially presented to the Milwaukee community in dedication ceremonies.

Open house tours were conducted throughout the day as the center—with its dental, optical and pharmaceutical facilities—was thrown open to public view.

Heading the line-up of labor, civic, and government leaders at a banquet in honor of the occasion were Teamster General President James R. Hoffa and International Vice President John T. O'Brien.

Hoffa congratulated Local 200 President Roy C. Lane, Secretary-Treasurer Frank H. Ranney and the membership for the achievement of the new center. Vice President O'Brien predicted the center would become a model that will be copied by other unions in the midwest.

Among the other speakers were A. E. Mueller, president of Wisconsin Teamster Joint Council 39; George Haberman, president of the Wisconsin AFL-CIO; Milwaukee Mayor Henry Maier, and Bronson La Follette, at-



Accompanying Teamster General President James R. Hoffa to the dedication of the Local 200 Health Center was the First Lady of the Teamsters, Josephine Hoffa. Mrs. Hoffa's interest in the welfare of Teamster members everywhere has made her a familiar dignitary at such historic occasions.

torney general of Wisconsin. Greetings also came from Wisconsin Gov. Warren Knowles who was unable to attend because of illness.

La Follette noted that the state of Wisconsin was proud of the achievements of its unions and received applause when he closed with the remark that, "in spite of what the Wisconsin Dental Association may say, the state of Wisconsin offers the best wishes for continued success of this health center."

Powerful Forces

In his banquet address, Hoffa warned that powerful forces such as dental associations and the optical industry would seek to close the Milwaukee local union's center. He said the Teamsters had experienced this opposition in other parts of the country, but that the union was determined to fight with all its resources such selfish moves on the part of private dental and medical interests to deprive Teamster members of union paid-for and sponsored health care.

Ranney, who served as toastmaster at the banquet, noted that in the first

Containerships In the Making

According to the plans of McLean Industries, Inc., six new container-hauling ships will be in operation between the U.S. and Europe by 1970.

The new ships—each 905 feet long, or over three times the length of a football field—will be used by McLean's steamship subsidiary, Sea-Land Service, Inc., in New York-to-Rotterdam North Atlantic Service.

Each will be capable of hauling 1,261 containers which are 35- to 40-foot long shipping boxes.

Sea-Land is entering service to Europe with three converted container ships next April. Currently, it has 14 ships which are being converted into containerships for delivery from this December to December 1966. The company has 19 ships in U.S. intercoastal service and to and from Puerto Rico, Alaska, the Dominican Republic and Panama.

The new ships will be built by Ingalls Shipbuilding Corp., Pascagoula, Mississippi, a division of Litton Industries.

8 weeks of the health center's operations, some 1,850 eye examinations had been given and that 1,570 pair of glasses had been fitted.

He said also that 3,762 dental appointments had been observed with 1,656 individual patients being treated with 13,972 X-rays and more than 4,000 fillings being made.

In the pharmacy, said Ranney, more than 3,100 prescriptions had been filled in the 8-week period. He commented:

"We are operating a much-needed facility in this community and we will do our utmost to continue to provide that service to those who need it so badly."

● Unanimous Vote

Service men employed by Hall Drive It Yourself Co., a truck and trailer rental firm in St. Louis, Mo., voted unanimously in favor of Teamster representation in a recent National Labor Relations Board election, according to Edwin D. Dorsey, Local 618 secretary-treasurer.



General President James R. Hoffa and Frank H. Ranney, secretary-treasurer of Teamster Local 200, are shown during Hoffa's speech at the dedication banquet for the Milwaukee local union's new headquarters and health center.

Unique Campaign

Ground-to-Air Communicators Gain Teamster Representation

One of the most unique Teamster organizing campaigns in history has resulted in the employees of one of the most unusual businesses in the air transport industry voting for Teamster representation by a 2-to-1 margin.

Some 400 workers employed by Aeronautical Radio, Inc., were eligible to cast their choices in the election conducted recently by the National Mediation Board (NMB) in a mail ballot spread over the continental United States, Hawaii, and Puerto Rico.

The result was a count of 147 for Teamster representation, 74 votes for the Air Line Dispatchers Assn., and 25 ballots were voided.

The victory was a tribute to a 15-month campaign conducted by the Teamsters Union Airline Division and Charles Ullrich, president of Teamster Local 202 in New York City, and to the persistence of Aeronautical Radio workers who kept seeking a union to represent them despite being turned down several times in recent years.

Great Interest

The campaign actually got started by chance when some members of Local 202 met three of the Aeronautical workers in a social situation.

When hearing about their complaints as employees of the major ground-to-air communication company in the airline industry—plus the fact that they had approached several international unions without successful response—the Local 202 members suggested “contacting our union.”

The next day, Local 202 President Ullrich was surprised when three employees of Aeronautical walked into his office. Their conversation and subsequent meetings indicated great interest on the part of the workers. Within a short while, nearly all the company's workers in the New York unit had signed recognition cards.

Aeronautical Radio workers in other cities heard of the campaign at New York City and invited Teamsters to come and see them.

At this point, the IBT Airline Division entered the picture at the request

of Local 202 to coordinate the drive. Teamster local unions in more than a dozen major cities also took an interest in the campaign and received excellent response from the employees of the company which is commonly known as “Arinc.”

Arinc, which dominates the air line industry in terms of leasing ground-to-air communication service to airlines and private plane owners, is headquartered in Annapolis, Md., and is a subsidiary of the Air Transport Association which is composed of such airlines as United, Pan American, Trans-World and others.

Arinc's 15-station network collects and relays messages that are considered vital by the companies, such as passenger reservation information, but of less concern to the Federal Avia-

tion Agency's air traffic control system.

Henry Breen, Teamsters Union Airline Division director, said negotiations for a contract were scheduled to get underway as soon as the NMB certified the election results.

Besides New York City where Arinc workers will belong to Local 202, other local unions that will have the communications specialists as members include: 41 at Kansas City, 47 at Ft. Worth, Tex., 222 at Salt Lake City, 270 at New Orleans, 290 at Miami, 353 at Seattle, 655 at Redwood City, Calif., 713 at Chicago, 728 at Atlanta, 775 at Denver, 901 at San Juan, P.R., 986 at Los Angeles, and 996 at Honolulu.

Local 371 Win

Production workers, truck drivers, warehousemen and maintenance employees of Bandag, Inc., in Muscatine, Iowa, have chosen Teamster Local 371 as their bargaining representative in a recent election conducted by the National Labor Relations Board.

Keynote Address



Debra Adams (center) is congratulated after giving keynote address at the opening rally of the first Metropolitan Crusade of Mercy, held recently in a Chicago hotel. The 16-year-old Debra is the daughter of Richard Adams, driver for the Chicago department of sanitation and a member of Teamsters State and Municipal Local 726. From left to right are Paul A. Iaccino, campaign vice-chairman of the Metropolitan Crusade and assistant to the Chicago Federation of Labor and Industrial Union Council; Debra's mother, Mrs. Richard Adams; Debra; her father, Teamster Richard Adams; and Nicholas Melas, trustee of the Sanitary District of Metropolitan Chicago.

Teamsters Win All

One Former Champ Repeats In National Truck Rodeo

One former champion was among the five Teamsters winning first-place trophies at the highly competitive National Truck Rodeo in Kansas City where 125 drivers matched their professional skills late in September.

Only winner to return to the charmed circle of champs was Fred G. Staudt, a member of Teamster Local 560 in Newark, N.J., who first won the three-axle crown in 1963. Staudt, a driver for Mason and Dixon Lines, was edged out of the title last year when he finished in second place.

Other class winners in the competition sponsored annually by the American Trucking Assns., Inc., were:

Straight truck—Edward S. Schneider of Teamster Local 126 in Fond du Lac, Wis.

Four-axle—B. A. Robison, a member of Teamster Local 667 in Memphis, Tenn.

Five-axle—Donald J. Beaudette of Teamster Local 471 in Minneapolis, Minn.

Tank truck—Billy G. Kirby, a member of Teamster Local 89 in Louisville, Ky.

400 Points

Beaudette, an employee of Land O'Lakes Creameries, Inc., won his five-axle crown with 431 points. An experienced competitor in the National Rodeo, Beaudette finished second in the class at the 1964 championships.

This was the first year that a driver could score more than 400 points as the ATA instituted changes in the scoring system. A contestant now can tally as many as 480 points.

Repeating champion Staudt chalked up 414 points in the three-axle class.

Schneider, a driver for Olsen Transportation Co., scored the most points. His mark in winning the straight truck title was 440 points.

Kirby, a driver for Hennis Freight Lines, made 427 points in winning his title, and Robison, a driver for Southwestern Transportation Co., scored 423 points to win the four-axle championship.

Besides handsome trophies, the champion Teamsters won cash awards totaling \$600 each.

The 125 drivers from 26 states, as in past years, were competitors who were champions in their respective classes at home.

Robison, four-axle winner, was perhaps a typical example of rodeo success. A Teamster since 1937 and one-time president of Local 667 who also served more than a dozen years as a trustee, Robison has tried for the national crown on previous occasions.

Once Robison managed to make second place, and again third place. He once placed fifth and another time he finished in eighth spot. But he kept trying and finally won his championship.

Billy Kirby of Teamster Local 89 attributes his tank truck driving success to the fact that he once was involved in a minor collision with another truck, an \$80 accident, he said, that made him determined to be a better driver. Now Kirby has a 16-year record of more than a million accident-free miles.

Dorothy Ingram, whose husband William H. Ingram is a member of Teamster Local 391 in Greensboro, N.C., won the so-called Petticoat Derby at the National Truck Rodeo. The wives of more than 60 Teamster drivers competed in the event.

● College Pact

Teamster Local 53 in Bozeman, Mont., has become the bargaining agent and negotiated a 1-year contract for nearly 100 housekeepers and culinary workers employed in the various student residences and the student union building at Montana State University.

In addition to gaining pay increases, the new Teamsters have the protection of a union shop, seniority, holiday and vacation schedules, a sick-leave arrangement, and a grievance procedure.

● Utah Bakery

Three drivers employed by Arden Mayfair, Inc., Washington Bakery in Ogden, Utah, voted unanimously for representation by Teamster Local 976 in a recent National Labor Relations Board election, according to Kenneth W. Barrow, Local 976 secretary-treasurer.



Teamsters all, these National Truck Rodeo Champions displayed big smiles as they received trophies won in class at the 1965 competition sponsored by the American Trucking Assns., Inc. Shown (left to right) are: Goley D. Sontheimer, ATA safety director; Edward S. Schneider of Local 126 in Fond Du Lac, Wis.; A. Robison of Local 667 in Memphis, Tenn.; Fred G. Staudt of Local 560 in Newark, N.J.; Donald J. Beaudette of Local 471 in Minneapolis, Minn., and Billy G. Kirby of Local 89 in Louisville, Ky.

For City of Hope

Teamster General Executive Board To Attend Fund-Raising Dinner

All fifteen members of the International Brotherhood of Teamsters General Executive Board are expected to attend a fund-raising dinner honoring the City of Hope, non-sectarian medical center, at Las Vegas, Nev., Tuesday, Dec. 7.

General President James R. Hoffa, General Secretary-Treasurer John F. English, and the 13 International Vice Presidents will take time off from their quarterly board meeting to participate in the event which is being sponsored by the Western Conference of Teamsters and its affiliated local unions.

The dinner will honor the City of Hope staff of doctors and research

specialists for what they have done to help alleviate human misery. All proceeds from the \$100-a-plate dinner, with some of the nation's outstanding entertainers performing, will be turned over to the famed medical center.

Last year, the Western Conference and its affiliates raised nearly \$100,000 which enabled the City of Hope to begin construction of a new research building at the center located in Duarte, Calif.

Among the top-flight performers expected to donate their talents for the City of Hope dinner are Eddie Fisher, Tony Martin, Polly Bergen, and Cyd Charisse.

OCAW Union Boycotts Shamrock Oil

The Denver based Oil, Chemical and Atomic Workers International Union, in July, 1964, negotiated a 4.5 per cent increase in wages and fringe benefits with all major oil companies, with the exception of Standard Oil of California and Shamrock Oil and Gas Company.

Standard Oil of California later met the pattern increase after OCAW launched a consumer boycott against that company.

Shamrock Oil, with manufacturing operations at Dumas, Tex., and with marketing outlets throughout Texas, Oklahoma, Colorado, Kansas, New Mexico (and to a small degree in adjacent states) did not then and has not since met the pattern.

OCAW struck Shamrock on August 9, 1965, in an attempt to get the company to agree to the wage and fringe pattern met by other oil majors.

Strikers were replaced with strikebreakers. When OCAW offered to return to work in advance of a settlement of the pending dispute with negotiations to continue thereafter, Shamrock took the position that strikers could not be rehired as they had been replaced with strikebreakers.

OCAW now considers the company action as a lockout against all strikers who have not been rehired.

OCAW is now conducting a boycott against Shamrock in an attempt to get the company to pay wages and fringes that are being paid by the other major oil companies.

This information is published for the consumption of Teamster members living in areas where Shamrock products are sold, and is pertinent information until Shamrock adopts a more fair attitude in its labor-management relations.

Local 810 Has Successful Campaign Among Employees of Art Industry

Local 810, IBT, established itself as the representative for the vast majority of the workers in the art supply industry in the Greater Metropolitan Area at the end of a summer-long organizing drive.

More than a score of retail stores, warehouses and wholesale establishments were brought under union agreement.

The organizing drive was conducted under the Office Employees Division of Local 810. New bargaining units include white- and blue-collar crafts and skills ranging from delivery men and stock clerks and stock pickers to framers and salesmen.

In addition to a 32½ cent general wage increase (12½ cents, 10 cents and 10 cents over three years of the contract) and classifications for all jobs, Local 810's agreement with the employers' association includes a 40-hour week with overtime rates for the first time in these establishments.

Other improvements include Local 810's full health and welfare coverage, seniority ratings, shift premium pay, rest periods, sick leaves with pay, severance and shop removal pay, improved vacation schedules and ten paid holidays. All past benefits in individual shops will continue, and all wage increases and conditions are

retroactive to the start of the organizing drive in May, 1965. Organizing and negotiations were led by Local 810 President Silverman.



Except for a few isolated cases, Local 810's organizing drive of the New York art supply industry was accomplished without strikes or loss of work. This picket line was on 57th Street where many of New York's art galleries are located.

● Texas Ballot

Employees of Belle Products, Inc., wholesaler of olives, cherries, and other food products in Houston, Tex., voted for Teamster representation in a recent National Labor Relations Board ballot.

Ted Garcia, Local 968 business representative, said the new bargaining unit has approximately 85 members.

A Blatant Case

NLRB Says Boss Cannot Bypass Union on Changes

Reversing the trial examiner, the National Labor Relations Board held recently that Stafford Trucking, Inc., of Portage, Wis., violated the Act by unilaterally instituting changes in an insurance program for a unit represented by Teamster Local 695 of Madison, Wis.

In making the ruling, the Board stated:

"A more blatant case of bypassing a union and awarding benefits directly to the employees could not exist.

"To accept the trial examiner's reasoning that 'such a policy could always be cancelled'—and therefore its institution cannot be considered as a refusal to bargain, would be to permit any employer unilaterally to institute any benefits so long as that benefit could be subsequently cancelled."

The Board continued:

"As we can perceive of no benefit once unilaterally granted by an employer, which could not equally as well be unilaterally withdrawn, this reasoning opposes all prior authority which recognized that such unilateral

actions undermine the authority of a union to represent employees and tend to destroy the collective-bargaining relationship.

"What better illustration of such destruction could one have than that in the present case where the company concluded the final bargaining meeting with the announcement that it had given the employees directly everything that they wanted and had nothing further to discuss with the union!"

In further reversing the examiner, the Board held the evidence sufficient to establish that Stafford Trucking further violated the Act by discharging Donald Becker and Daniel Immel because of union activity.

The company used driving rules infractions as a pretext to cover the real reason for the discharge of the two men, namely their successful activities in seeking representative status for Teamster Local 695.

The employer was ordered to cease the unlawful conduct, to reinstate the discriminatees with backpay and interest, and upon request bargain with the union.

Continental Can Workers Go Teamster

Two-hundred Continental Can Company employees in Tonawanda, N. Y., have dropped their affiliation with the United Papermakers and Paperworkers in favor of membership in the International Brotherhood of Teamsters.

The employees took the action to change their collective bargaining representative in an election conducted by the National Labor Relations Board.

The vote was nearly 5 to 1 for Teamster affiliation.

Veteran Tonawanda worker Les Bloom had this to say about the change in affiliation:

"We voted Teamster because we were fed up with the soft contracts negotiated between management and our former union.

Wanted Strong Union

"We wanted a strong union to match the power of the company. Under the Teamsters we will join other paper workers backed up by the largest and strongest union in the country."

Bloom's comments were similar to those of Babe Nitka of Elkhart, Indiana, who led 600 Continental Can employees there into the Teamsters last month.

Bob Williams, who headed up the organizing drive, declared that the credit for the Tonawanda victory should go to the talented leadership of the officers, stewards and members in the plant. Working with the Teamster plant committee were Williams and Dick Logan.

Williams had high praise for the assistance given to the campaign by Teamster General President James R. Hoffa and International Union Vice President Harold J. Gibbons.

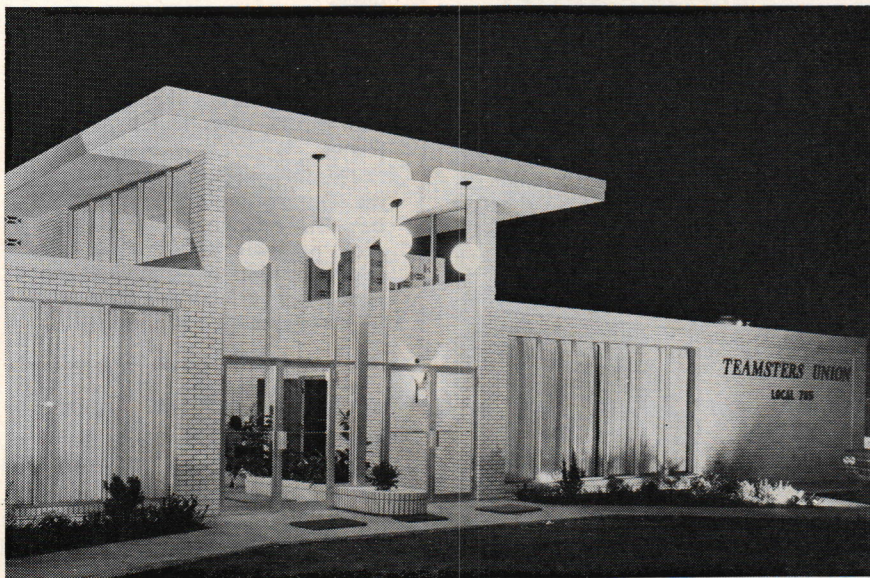
● Evansville Vote

Employees at Evansville Supply Co., Inc., voted overwhelmingly in favor of Teamster representation in a recent National Labor Relations Board election at the Indiana firm.

C. K. Arden, president of Local 215, said the bargaining unit has 13 members.

The company is a wholesale supply house handling mine, mill, and factory electrical supplies and equipment.

New Headquarters



Teamster Local 795 in Wichita, Kan., recently moved into its new \$200,000 headquarters shown here. Sam E. Smith, Local 795 president, said the one-story building has 8,000 square feet of office space and meeting hall with parking space for 120 autos. The structure is located in southeast Wichita.

Firm Loses With Abuse To Brothers

An employer who threatened to discharge two brothers if they joined a Teamster Local, and actually laid them off when they did join the union, was found guilty of violating the Act in a recent National Labor Relations Board decision.

The ruling, adopting the trial examiner's finding, was made by the Board in a case involving Crew Builders Supply Co., of Norwood, Ohio, Teamster Local 100 of Cincinnati, Ohio, and brothers Peter and Henry Minnich.

As to the company's assertion that the layoffs of the Minnich brothers was caused by lack of work, the examiner found:

"The company has been operating at substantial losses in recent years. It is not uncommon for an employer who is losing money to lay off employees in order to cut expenses without in any way engaged in unfair labor practices; but where, as in this case, the layoffs are preceded by threats of layoffs for union activities and the layoffs themselves are accompanied with remarks directly attributing the layoffs to union activities by the involved employees—and the record further shows, directly and inferentially, a resistance over the years to the unionizations of the class of employees here in question, there is a clear violation . . ."

The company was ordered to cease the unlawful conduct, reinstate and reimburse the Minnichs with backpay and interest.

● Bootz Election

Nearly 150 employees of Bootz Mfg., Co., Inc., of Evansville, Ind., voted for representation by Teamster Local 215 in a recent National Labor Relations Board election.

C. K. Arden, president of Local 215, said the bargaining unit has 147 men.

The company makes parts for General Electric stoves, Whirlpool bottle trays, and related items.

● Dakota Vote

Drivers, warehousemen, and helpers employed at Kidney Warehouse Co., in Minot, North Dakota, voted for representation by Teamster Local 581

in a recent National Labor Relations Board election.

Arvin K. Kvasager, Local 581 secretary-treasurer, said the moving van and storage company has 29 employees eligible for the bargaining unit.

● Dallas Election

Everyone eligible to vote cast ballots in a National Labor Relations Board election at Bekins Van and Storage Co., in Dallas, Tex., as Teamster Local 745 won designation as bargaining agent for the drivers, warehousemen, and helpers.

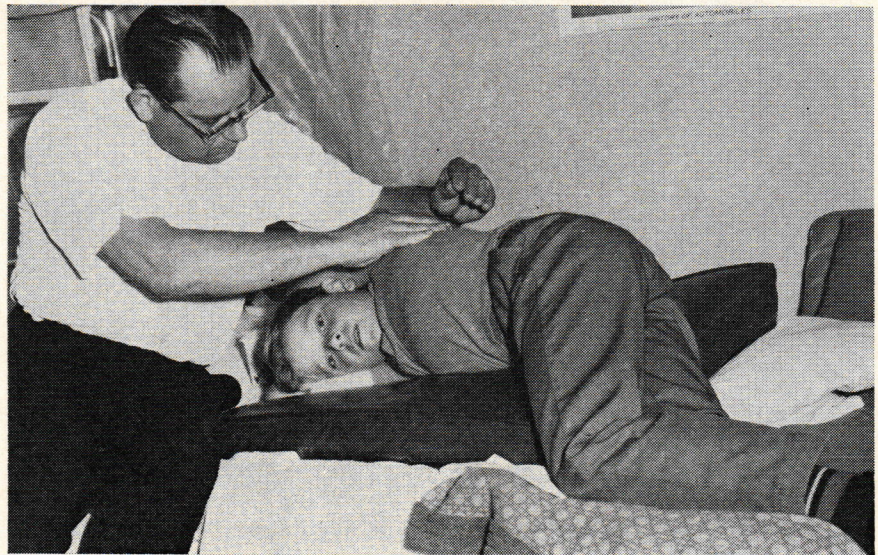
● Bread Contract

Members of Teamster Local 949 in Houston, Tex., gained an improved contract, including a pension plan for driver salesmen, after a month-long strike of major bakeries in the metropolitan area.

R. B. Moon, secretary-treasurer of Local 949, said 95 per cent of the membership ratified the 5-year agreement.

Besides wage increases ranging from \$7 to \$25 per week, the bread truck drivers also gained seniority and job security provisions.

Organizing to Fight for Life



George Kurtz, organizer for the Teamster Airline Division, knows what it is to fight for a cause. He is shown above giving treatments to his 11-year old son Gregg, a victim of Cystic Fibrosis. He has lost two children to the dread lung disease. In addition to 3 treatments every day, Gregg Kurtz swallows 21 capsules of medicine. At night he sleeps in a fog of medicated mist inside a plastic bed tent. At least 4 times a day he must spend 20 minutes breathing medicated mists from a machine. His room in the Kurtz home is filled with machinery and apparatus necessary to fight for his life. When not out seeking to organize airline employees for better wages, hours and working conditions, George Kurtz and his wife, Helen, are out working for the local chapters of the National Cystic Fibrosis Foundation, and George's chapter is the Cystic Fibrosis Chapter, 166 N. Bascom Avenue, San Jose, California, which seeks funds for research into better treatment and equipment to keep victims alive.



Old and the New

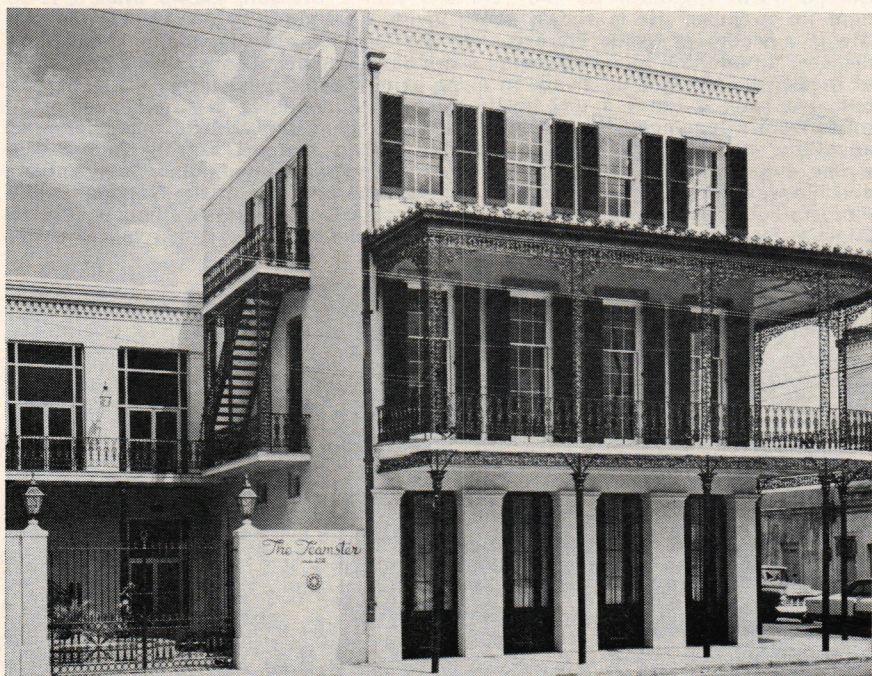
Local 270 Revitalizes the Past For Modern Union Headquarters

Most of the photos of Teamster local union headquarters that find their way to *The International Team-*

ster represent the architect's likeness of a proposed building or an illustration of the finished product ready for



These photos are of an old plantation house on Royal Street in New Orleans, La., "before" and "after" Teamster Local 270 got possession of the historic structure that is now 110 years old.



dedication.

Never has a "before and after" type series of pictures found its way to the International Union. Teamster Local 270 of New Orleans, La., has provided the exception.

A bit more than 10 years ago, Local 270 was broke and housed in a ramshackle headquarters. Organizer Charles Winters was sent in from Chicago to bring the union back to life.

Shortly after being elected president of Local 270, Winters engineered the purchase of a run-down old plantation house on Royal Street.

He reasoned first that the membership needed a building they could call their own, and second that if it represented the best in old French quarter style ironwork and windows, the membership would have something of which it could be proud.

So Local 270 bought the 3-story structure that once had stood alone, miles from the protected New Orleans city. The building had been constructed by slaves who pressed the bricks by hand one at a time more than a hundred years ago. Through the years, it served first as a plantation headquarters, later as an insurance office, once as a speakeasy, and once as a manufacturing center for roulette wheels. Twice the government took it for taxes.

Winters and his members decided to make something of the building. They had it remodeled, tore down a ramshackle section of the structure and rebuilt it so that a large auditorium could be added to the building, installed an elevator, built a patio and fountain, refurbished the windows, painted and furnished the landmark, and then opened for business.

Whether the old building with its new and prettier face has helped to attract new members is unknown, but the membership of Local 270 has grown from less than 1,000 members a decade ago to nearly 6,000 today.

● Truck Ballot

Members employed at Fontaine Truck Equipment Co., in Louisville, Ky., voted for Teamster representation in a recent NLRB election.

Marion Winstead, Local 89 secretary-treasurer, said the 10-man bargaining unit is composed of stock men, painters, installers, mechanics, and other production workers engaged in making and installing fifth wheel saddle tanks and hoist beds for dump trucks.

1966 Trucking**Banner Year Predicted
For Industry Mergers**

The year 1966 is expected to result in increased numbers of mergers in the trucking industry according to a top security analyst.

The prediction was made by Frank C. Rathje, vice president of the Continental Illinois National Bank & Trust Co., of Chicago, at a conference conducted recently by the Transportation Center of Northwestern University.

Noting that 1966 "promises to be a banner year in merger activity for the trucking industry," Rathje added:

"Obviously, merger offers many potentials including those of reducing expenses, spreading costs through increased revenues, plus the acquisition of so-called 'feeder' operations."

Rathje also anticipated further coordination of transportation facilities, favorable effects of investment tax credit, and continuation of increased

availability of more advantageous financing arrangements for the trucking industry.

While he expected little hope for rate advances next year, Rathje said, he did expect a modest increase in operating ratio due to "the absorption of the February wage increase." He was referring to the Teamsters Union contract gains.

"Financially, the motor carrier industry continues to mature," said the security analyst. "Public ownership of motor carrier companies will increase, as closely held ownerships move to broaden their investment portfolios."

Financial experts in other areas of transportation gave optimistic views for 1966 also. Among the predictions were:

—Air transportation costs per plane mile should hold steady in 1966, and earnings will be 10 to 15 per cent higher.

—The general outlook for the railroad industry is for fewer companies because of mergers, and reduced mileage over which potentially greater ton-miles of freight will be handled.

—The waterway industry appears to be both growing and prosperous.

● Dairy Victory

Teamster Local 150 of Sacramento, Calif., has scored a significant triumph over the California Labor Assn., which has been trying to make inroads into collective bargaining representation of dairy workers.

Local 150 has organized and signed its first contract with Poppy Farms Dairy where the workers formerly were represented by the CLA.

Not only did the new Teamsters benefit from the security provided in a Teamster contract, but they won such "firsts" as pensions, sick-leave pay, dental and drug compensations, and job-bidding rights. They also gained substantial pay increases in line with the so-called master valley agreement.

Also brought into the valley agreement was Country Maid Ice Cream, Inc.

● Toronto Pact

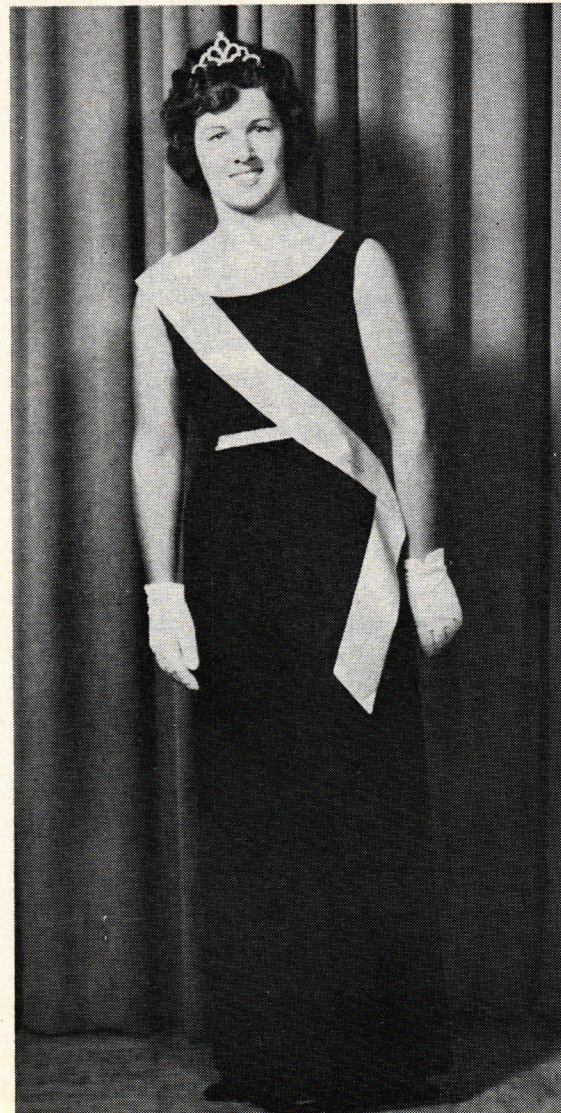
A new agreement between Teamster Local 352 and eight coal companies in Toronto, Canada, provides hourly wage increases totaling 30 cents over a 3-year period.

Jack Hurd, Local 352 secretary-treasurer, said the contract also scraps the old welfare coverage plan in favor of a new program to be administered by the union and into which employers will contribute \$7.50 per employee each month with the workers to pay the balance.

Hurd said the vacation schedule also was improved, giving two weeks after two years on the job, and three weeks after 10 years.

Teamster's Daughter

Sandra 'Sandy' Fountain, daughter of Teamster Herb Fountain who has been a member of Local 648 since 1954, was recently named Dairy Queen of the Clinton (N.Y.) County Fair, and also participated in the Syracuse State Fair. The 20-year-old Miss Fountain is a graduate of Chazy Central School and is presently a Freshman at Canton University where she is majoring in Home Economics.

**Truck Firm
Violated Act
With Discharge**

The National Labor Relations Board, affirming the trial examiner's findings, held that Don Swart Trucking Co., Inc., of Wellsburg, W.Va., violated the Act by discharging Richard Robinson because he urged employees toward collective bargaining and solicited them to join Teamster Local 428 of Steubenville, Ohio.

The company had asserted that the discharge was because of Robinson's failure to maintain proper pressure in his truck tires. The examiner, however, finding the discharge had been motivated by anti-union considerations, stated:

"There is no other legal explanation for the sudden action in the middle of a work week, with no advance warning or notice to the employee, and with the dismissing officer failing to voice, when asked by Robinson, any coherent or intelligible reason for his decision."

The trucking company was ordered to cease the unlawful conduct, and to reinstate Robinson with backpay and interest.

SPECIAL REPORT

Labor Regroups Forces To Win 14(b) Repeal In Second Session

THE FIRST session of the 89th Congress became a Land of Forgotten Promises for organized labor.

Labor clearly was left holding an empty bag. Its majority slipped through a tear in the bottom of the sack while labor's lobbyists held a clenched fist around the bag's opening on top.

Optimistic in the beginning because of the size of the Democratic majority in both houses of the legislature and because of President Lyndon Johnson's announced interest in measures dear to labor's heart, it looked like a banner year on the legislative front.

Most of all, President Johnson had called for repeal of Section 14(b) of Taft-Hartley in his State of the Union message. (This section permits the states to pass compulsory open shop laws.)

Too, there was considerable Administration interest in other measures wanted by organized labor.

1. It looked like the year in which minimum wage coverage would be extended to millions of workers who now labor with no protection. There was considerable optimism that the Federal minimum would be hiked more in line with today's cost of living.

2. With automation breathing the fire of job insecurity down the necks of all industrial workers, labor hoped for a measure which would set Fed-

eral standards for unemployment compensation.

3. With the various factions of organized labor in the building trades united on the question of situs picketing, it looked as if a measure permitting picketing of a subcontractor at a building site would be passed into law.

But when repeal of Section 14(b) fell victim to the Dirksen filibuster, a 20th Century axiom regarding organized labor proved itself.

That axiom?

Majority rule is not enough when

organized labor seeks remedy in the U.S. Congress.

Repeal of 14(b) passed the House of Representatives where rules are such that once a measure clears committee, it is put to a vote.

However, under Senate rules of 'unlimited debate,' a band of 25 to 27 senators—that was Dirksen's announced strength—was able to flout not only the recorded majority in the House, but also the majority in the Senate where official nose counting found between 55 to 60 votes in favor of repeal.

Organized labor's sin was not being able to muster the majority to shut off debate—a two-thirds majority is needed under the antiquated rules which still prevail in the Senate.

Why isn't majority rule enough for organized labor when it petitions its government for redress of grievances?

The answers are many.

First of all, Senate Majority Leader Mike Mansfield was a pathetic figure during the 14(b) fiasco.

The man charged with leading the battle for the majority party exhibited an image of defeat from the beginning.

Faced with a filibuster, Mansfield was like a man suddenly put under public X-ray. The picture proved he had no stomach for the battle.

Mansfield, as senate majority leader, not only failed the working

Sec. Wirtz Thinks He Believes

Secretary of Labor W. Willard Wirtz announced in Washington last month that the Administration will take the lead next year in pressing for Senate approval of legislation to nullify state compulsory open shop laws.

Wirtz declared failure to obtain Senate passage of the House-approved bill to repeal section 14(b) of the Taft-Hartley Act was a disappointment.

"But," he added, "I don't believe I feel there was any letting down (by the Administration.)"

men and women of America—both union and non-union—but he also failed the Democratic party.

Repeal of Section 14(b) was a major plank in the Democratic national platform—as it has been since 1948.

Because of Mansfield's feeble effort in leading forces of repeal, members of organized labor can only scoff at the Democratic national platform in the future. The monkey is on Mansfield's back for the hollow sound in Democratic promises.

Few challenged the premise that Dirksen completely upstaged Mansfield, that Dirksen had, in fact, emerged as *de facto* majority leader.

However, Mansfield was not the only pall bearer at the 14(b) funeral.

The AFL-CIO helped bear the coffin off to the grave.

In its effort to be all things to all people, the AFL-CIO let repeal of 14(b) fall at the tail end of the legislative calendar. This timing made 14(b) repeal a sitting duck for a filibuster.

The lesson organized labor must learn, if it is to be successful in a highly sophisticated political world, is that it must first insure its own house by pushing for and achieving union security measures before it can go into the arena to fight for the broad social welfare measures.

No one denies that organized labor has an obligation in the area of social

Hoffa Attends Massachusetts Banquet Ball

James R. Hoffa, General President of the International Brotherhood of Teamsters, was the principal speaker recently at a banquet sponsored by Teamster Local 404 of Springfield, Mass.

Hoffa told his 600 listeners that organized labor was facing the stormiest period of its existence as a result of recent court rulings, and added:

"You must recognize that we have to be as strong politically as we are numerically and economically."

Hoffa received a standing ovation at the close of his remarks.

Carmin P. Napoli, president of Local 404, said the banquet was the first of what will be regular annual functions to raise funds for college scholarships for children of Local 404 members.

welfare legislation. But those crusaders for the common good—no matter how admirable their outlook—must learn that survival of the home base is the first prerequisite for serving the common good.

George Meany, president of the AFL-CIO, acted as if he were Mans-

field's understudy. Meany's statement that President Johnson had done all he could on 14(b), that LBJ was not a lobbyist for organized labor was a mouthful of legislative mumbo-jumbo.

Even had President Johnson been inclined to take up repeal of 14(b) with the same gusto he exhibited on other measures, Meany's mealy-mouthed statements excused the President from the battle.

Other members of the AFL-CIO executive council were distinguished only by their silence on the matter. When it was time for drum-beating, the only rhythm emanating from AFL-CIO headquarters was the faint beat of Meany—as if there were only one stick with which labor could beat on its toy drum.

It was a pathetic performance by a man who was competing with a full symphonic performance of minority rule in the U.S. Senate, with Ev Dirksen as the conductor.

On the basis of his performance on the question of 14(b) repeal, George Meany must be counted as one of the nation's most distinguished legislative dropouts.

The legislative fallout from the explosion of 14(b) repeal has exposed millions and millions of American workers to economic radiation.

Down the drain with Section 14(b) went amendments to the Fair Labor Standards Act. Congress adjourned

Here's How The Senate Voted on 14(b) Cloture

Here's how the Senate voted 47-to-45 when it refused to choke off the filibuster against the bill to repeal Section 14(b) of the Taft-Hartley Act which permits states to enact compulsory open shop laws.

Cloture, would have ended the filibuster. The Senators could have voted on repeal. A two-thirds majority was needed for cloture:

Democrats for—(40)—Bartlett, Bass, Bayh, Burdick, Church, Clark, Dodd, Douglas, Harris, Hart, Hartke, Inouye, Jackson, Kennedy (Mass.), Kennedy (N.Y.), Long (Mo.), Long (La.), Magnuson, Mansfield, McCarthy, McGee, McIntyre, McNamara, Metcalf, Mondale, Montoya, Morse, Moss, Muskie, Nelson, Neuberger, Pastore, Pell, Proxmire, Randolph, Ribicoff, Symington, Tydings, Williams (N.J.), and Yarborough.

Republicans for—(5)—Case, Cooper, Javits, Kuchel and Smith.

Democrats against—(21)—Bible, Byrd (Va.), Byrd (W.Va.), Eastland, Ellender, Ervin, Hayden, Hill, Holland, Jordan (N.C.), Lausche, McClellan, McGovern, Monroney, Robertson, Russell (S.C.), Russell (Ga.), Smathers, Sparkman, Stennis and Talmadge.

Republicans against—(26)—Aiken, Allott, Bennett, Boggs, Carlson, Cotton, Curtis, Dirksen, Dominick, Fannin, Fong, Hickenlooper, Hruska, Jordan (Idaho), Miller, Morton, Mundt, Murphy, Pearson, Prouty, Saltonstall, Simpson, Thurmond, Tower, Williams (Del.), and Young (N.D.).

Paired for—Anderson, Brewster, Gruening, and Young (Ohio), all Democrats.

Paired against—Fulbright and Cannon, Democrats.

Not voting but announced for—Scott, Republican.

Not voting but announced against—Gore, Democrat.

without action on such important considerations as increasing the minimum wage and extending minimum wage coverage to millions of workers not now covered.

The situs picketing bill still stands in its naked framework as if the contractor had to steal out of town in the dead of night without finishing the job.

And a Congress which has committed itself to fighting poverty took no action on a measure which would have established federal minimums for unemployment insurance.

Caught without a ticket in the draft of Congressmen hurrying to get out of town, organized labor stood in the legislative waiting room wondering if it could get things back on schedule when the second session of the 89th begins.

The 89th, 2nd session, will begin in an election year. Legislative history proves that backbones of legislators are much more firm in off-years than

in years when they beat the country side for votes.

The fact is that approximately 50 freshmen congressmen helped make up the majority which passed repeal in the House.

Organized labor cannot turn its back on these friends!

It is that question, perhaps, that oozes the bit of optimism labor can glean from the rubble of defeat. President Johnson counted heavily on those freshmen congressmen for support of his Great Society measures and they performed for him.

Administration spokesmen are talking of repeal of 14(b) early in the second session of the 89th, and the question remains as unfinished business for the Senate. Its passage by the House still stands.

The AFL-CIO has called a special session of its executive council to regroup to fight again—perhaps wiser for the defeat in the first session.

Teamsters are promising the same

all-out effort as before when thousands and thousands of Teamsters and their wives joined Motorcades to Washington to lobby for repeal and for other measures.

The balance sheet is not all on the debit side of the ledger. Primarily this is so because even though labor's troops were badly scattered when Congress adjourned, already the regrouping shows signs of more strength than was exhibited before the rout.

During the interim, the debits cannot be overlooked. Certainly labor can look for a resurgence of state "right-to-work" campaigns, as right-wing groups seek to exploit the propaganda advantage to pass compulsory open shop laws in many of the 31 states where labor is still free.

This means that while many, many workers are in need of union help to organize their sweatshop places of employment, organized labor will be expending its time and money fighting compulsory open shop campaigns.

This is a double edge sword for anti-labor groups. Pushing "right-to-work" campaigns in as many states as possible, these right-wing groups can syphon off labor strength in an election year which otherwise might be expended helping to re-elect labor's friends to congress.

● Iowa Election

Route driver-salesmen employed by F. W. Means & Co., a clean towel and uniform service in Sioux City, Iowa, voted recently for representation by Teamster Local 383 in a National Labor Relations Board election, according to James J. Murphy, secretary-treasurer of the local union.

Denver Firm Violated Act Says NLRB

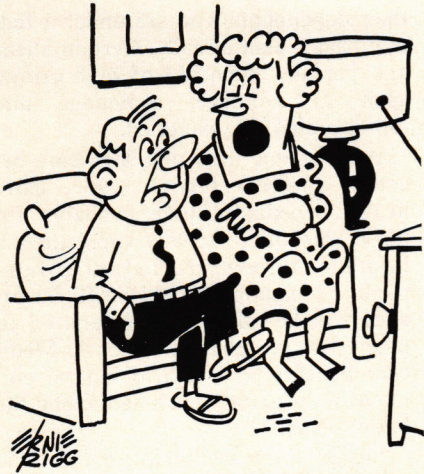
Groendyke Transport, Inc., Denver, Colo., violated the Act, said the National Labor Relations Board recently, by refusing to recognize and bargain with Teamster Local 961 of Denver, the certified representative.

Upholding the trial examiner, the Board rejected the employer's defense that the unit was inappropriate, and that the election conducted by mailed ballot was not a secret election in conformity with the rules and regulations of the Board.

The Board ordered Groendyke to bargain with the union upon request.



— The International Teamster



If one of your two big mistakes was working so long in a non-union plant, what was the other?

N.Y. State Police Measuring Vehicle Noise

New York State police have made their first arrest under a new statute that makes it illegal to operate a motor vehicle which emits more than 88 decibels of noise while traveling at a speed of 35 miles per hour or less.

A driver for Safeway Truck Lines of Chicago was arrested near Albany and freed on \$15 collateral after being charged with driving a vehicle that emitted 94 decibels on the noise meter.

State police currently only have one noise meter but more are on order. In an initial test run, more than 1,000 trucks passed the noise meter in one day, of which five had noise levels above the 88 decibel mark.

Only Such Law

A tolerance of two decibels is permitted by the law, however, which sets the actual arrest level at 90 or more decibels.

New York is the only state that has such a law. The state police are proceeding slowly in their metering of truck noise because, officials say, they are seeking compliance with the statute rather than developing a campaign of mass arrest.

Most trucks are incapable of emitting anywhere near 88 decibels. Where a rig is unusually noisy, the decibel level can still be complied with by the driver exercising better control.

Owners and manufacturers also are expected to have adequate exhaust systems on their vehicles and to maintain them in good, noise-free condition.

Pioneering Agreement Had But Few Guarantees

The following contract was received in the mail recently from John Sherman, president of Teamster Local 421 in Dubuque, Ia.—formerly Team Drivers Local 567—to draw a comparison of trade union progress:

Dubuque, Ia.,
April 1, 1910

CONTRACT

Made and entered into between Teams Drivers Local 567, I. B. of T. of Dubuque, Ia., party of the first part and the Master Team Owners Association of Dubuque, Ia., as party of the second part.

Article I

When hiring Teamsters members of I. B. of T. Local 567 or those willing to join at the next regular meeting shall be given preference.

Article II

When employees are to be laid off they shall be laid off in their turn as far as possible.

Article III

SCHEDULE OF WAGES

The minimum rate of wages recognized by this agreement are as follows:

Single Horse Drivers\$12.50 per week.

Team Drivers\$13.00 per week.

Teamsters when required to work overtime, regular time shall be paid at the above rate of wages.

Article IV

Teamsters when required to work on Sundays or holidays shall be paid at the rate of time and one-half, except when harvesting ice.

Article V

Holidays recognized in this agreement are as follows: Fourth of July, Labor Day, Christmas and New Years, and under no circumstances shall a member of this organization be required to work on Labor Day. It being understood that Teamsters shall care for horse or horses on the mornings of Sundays and holidays without extra pay.

When a member of said local union is discharged he shall be given a fair and impartial hearing before his employer if he so requests.

Contract price per day for team and man shall be five dollars (\$5.00).

Article VII

The above does not include or in any way interfere with drivers and helpers on ice wagons from May 1, 1910, to Oct. 31, 1910. The other six months shall be governed by the above contract.

Article VIII

The union further agrees on their part that if a grievance arises between employers and employees that it shall be left to a committee of three, one to be chosen by the employer, one by the union, the third to be chosen by the two. No strike or lockout shall take place while the committee is adjusting the grievance unless the selection of the third party takes more than three weeks and their findings shall be final and binding on both parties.

This agreement shall remain in force and shall not be altered from April 1, 1910, to April 1, 1911.

MATT CLANCY, Pres.
P. E. STRELAU, Sec. & Treas.

JAMES THOMPSON, Pres.
ASA L. WRIGHT, R. and C. Sec.
SIMON MILLER, Sec. Treas.
and Business Agent

Medicare and You**Social Security Improvements
A Three Part-Package**

THOUSANDS of elderly people who hope to benefit from Medicare—which goes into effect next July—are wondering in the interim what they must do, if anything, to make certain they are eligible for the program and can participate in it.

It is important to remember that Medicare involves two of the three segments of the law incorporated through the Social Security Amendments of 1965.

One segment provides hospital insurance for the aged. Another permits supplementary medical insurance. And a third, which has nothing to do with Medicare, provides for an increase in Social Security benefits.

The hospital insurance is for those 65 and over. The same age limit applies to the supplementary medical insurance which is optional and de-

signed to help pay the cost of doctor bills and other costs not covered in the hospital insurance.

Persons born before 1903 are assured of the Medicare benefits even if they've never paid a cent in Social Security taxes. Those born in 1903 or later, however, must have credit for a certain amount of work under Social Security before they can qualify for health benefits at the age of 65.

The working period requirement ranges between one and a half to 10 years and practically every U.S. citizen qualifies who has worked the normal number of years. If there is doubt, a good rule is that the older a person is, the less Social Security coverage they're apt to need. Women require fewer credits than men.

Medicare does not cover some people, notably federal workers and

their dependents who are under a federal health plan already. Certain aliens and persons convicted of high crimes such as sabotage, espionage and sedition also are excluded.

At the same time that Medicare becomes effective July 1, 1966, extra health benefits become available for those who desire to buy supplemental insurance through the federal government. The supplemental health insurance will be offered to persons 65 or older who are eligible for basic Medicare benefits, and also to federal employees (who are excluded from the basic benefits).

Senior citizens eligible for the basic Medicare benefits provided under Social Security will be issued a wallet-sized identification card, which also will indicate whether the individual has bought supplemental health insurance that entitles him to additional benefits.

The Social Security Administration will mail the cards out before next July 1st when the benefits become available.

Those eligible for Medicare and already getting monthly Social Security checks will automatically receive a form which they may use to sign up for supplemental insurance. After returning the form to the Social Security Administration, they will be forwarded a health card that notes what benefits they may enjoy.

Persons receiving monthly railroad retirement or civil service retirement benefits also will be contacted by a similar procedure as will eligible persons on regular welfare rolls.

The Social Security Administration has warned, by the way, against a nasty racket that arose following passage of Medicare. Oldsters are being approached by confidence men who try to extract payment for "enrollment" in the Medicare program.

No "enrollment" fee of any kind is necessary for any part of the Medicare program. People solicited for such a "service" should immediately report the incident to the nearest office of the Federal Bureau of Investigation.

It has been recommended that people past the age of 65 who have worked long enough under Social Security to rate monthly retirement checks—but still haven't applied for them because they are still working—should now go to their Social Security district office and file an application to establish their eligibility for Medicare.

Champion Honored

The straight truck class champion in the recent National Truck Rodeo was Edward S. Schneider of Teamster Local 126 in Fond du Lac, Wis., whose local union honored him for his achievement by presenting him with a savings bond. Shown at the presentation are (left to right): William A. Wetzel, secretary-treasurer; Chester Mueller, trustee; Schneider with his trophy; Donald F. Baxter, president; Oscar Hirsig, trustee; Victor Meixensperger, vice president, and Donald F. Wetzel, recording secretary.

Others past 65 can register for Medicare when Social Security offices start "enrolling" people for supplemental insurance. The first such "enrollment"—for persons who will be 65 before next Jan. 1—will close March 31, 1966. Those who fail to sign up for supplemental insurance in that period will not have another such opportunity until Oct. 2, 1967. Others can enroll during the seven-month period starting with the third month before the 65th birthday.

It is recommended that oldsters retain any health insurance they have at the moment because, while the supplemental insurance takes effect one to three months after a person signs up, in no case will it go into force before July 1, 1966.

Effective Date

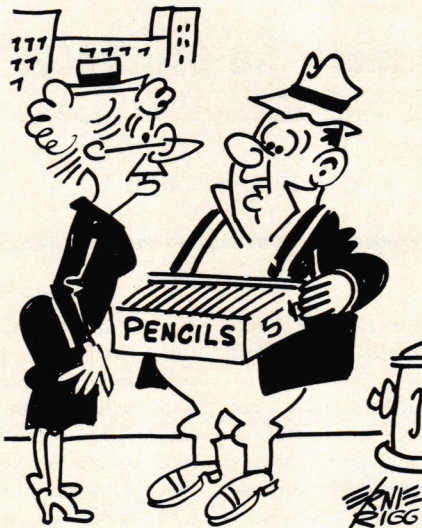
In summary, it should be remembered that no part of the Medicare program becomes effective before the July 1, 1966, date. There are no agents authorized to collect "enrollment fees" for the government. People 65 or over and already receiving Social Security checks will automatically receive Medicare cards. Finally, those not receiving such checks but eligible for Medicare should establish their eligibility now by filing an application at the nearest Social Security district office.

Board Says Cannery Erred In Questioning

Elsa Canning Co., of Elsa, Tex., violated the Act by unlawfully interrogating employees about their activity for Teamster Local 657 of San Antonio, Tex., said the National Labor Relations Board recently, and by assigning more arduous and less desirable work to employees engaged in union activity.

The Board upheld the trial examiner in the case by noting that the company also refused to re-employ 13 tomato peelers for the 1964 season because of union activity.

The company was ordered to cease the unlawful conduct, to place the names of the discriminatees on a preferential hiring list for employment during the next seasonal plant operation, and to reimburse them for losses caused by the discrimination.



No, Lady! I'm not a school drop out. I work nights in a "right-to-work" state.

Hardware Firm Violates Act With Probing

Moore-Handley, Inc., of Nashville, Tenn., one of the major wholesalers and distributors of hardware in the South, violated the Act by unlawfully interrogating employees about their Teamster Union activity.

The National Labor Relations Board agreed with the trial examiner that the company further violated the Act by discharging John Wells and Francis Greenhill for union activity on behalf of Teamster Local 327.

Moore-Handley was ordered to cease the unlawful activity and to reinstate Wells and Greenhill with backpay and interest.

Appreciation

24 Elliot Ave., c/o Tucker
Albany, N. Y.,
Oct. 18, 1965

The Board of Trustees,
The Teamster Affiliates Pension Fund,
25 Louisiana Ave., N. W.,
Washington, D. C.

Attention: Gen. Pres. James R. Hoffa,
Mr. H. J. Gibbons and John F. English

Dear Friends:

Thank you indeed, for your interest and attention to my retirement from Local Union 294, where I was employed as a Secretary under the wonderful supervision of President Nicholas M. Robilotto and his Staff of four Business Agents; for a period of almost eleven (11) years.

I received today a check for \$1,000 from the La Salle Bank of Chicago, the approval for which had been given to them by you all. It was a marvelous thrill!

I was left a widow at the age of 23 with two children ages 1 and 2 and have worked for 47 years as a Secretary, almost continuously and now at Retirement to have so many beautiful acts of kindness and thoughtfulness extended to me, is almost unbelievable. I can make my loved ones happy too.

Retirement is lonesome—I was happier re-writing lengthy contracts, composing Proposals, Stipulations, sending copies of everything down to you folks and taking in shorthand all the correspondence, Attorney's legal work and all miscellaneous stenographic material. I miss the daily busy hours and the love of all those with whom I was associated. However, God blessed me with perfect health until now and I will be 72 in December. I was selfish and wanted to be "FOREVER YOUNG".—I guess.

If I can be of any help to any of you, please let me know and so, with great gratitude and prayer that the Almighty God will guide and bless you all, always, I remain,

Most gratefully yours,

(Mrs.) Helen F. Stillwell

Teamsters Canadian Co-ordinator Calls for Unity

(Editor's Note: The following article was written by I. M. Dodds, co-ordinator of Canadian divisions of the International Brotherhood of Teamsters.)

By I. M. Dodds

President Claude Jodoin of the Canadian Labour Congress, had this to say in his opening address at the last Convention:

"... We cannot afford fratricidal battles within our movement. We have a big job to do, both on behalf of our members and on behalf of the unorganized workers of Canada. It is regrettable that the organized workers are still a minority. . . . I have referred to the differences which sometimes occur between unions. Let me say to any organization and to any individual who has a desire to work toward extending the membership of your organization—and I hope they are many—there are plenty of unorganized people in Canada. There is lots of room for organizing without interfering with other unions. Our movement cannot afford to stand still . . . it will grow by encouraging people who do not now hold membership in any union to join . . ."

No conscientious trade unionist could disagree with Jodoin's call to organize the unorganized. Two of the main chains (and there are many) binding Labour, are disunity in our ranks and the vast mass of unorganized workers who, by their very existence in an unorganized state, are a threat to the entire trade union movement. It is always wise to learn from the past. In early union days, the term 'brother' and 'sister' had some significance in Union Halls. One union helped another to become established. Ironically, the American Newspaper Guild whose members are crossing the picket-lines of the International Typographical Union at all three Toronto newspapers, owes its existence to help given at its founding by the I.T.U. and other unions. Today we see friction, raiding, jurisdictional disputes, sapping the energy which should be directed at organizing the unorganized. During this display of shortsightedness, the only element which benefits is management. All it has to do is sit back and watch us destroy ourselves.

If ever there was a need for unity in Labour's ranks, it is now. Automation is already marching over us with seven-league boots. Management, in every field is closing ranks. It is Management which has adopted Labour's old slogan of solidarity forever while we bicker and squabble among ourselves. It is time for a decisive change.

What does this mean to the International Brotherhood of Teamsters? First, an appreciation of our own worth. Second, for many of us, a change in our thinking and methods of work. Like every individual and organization, we have our faults and they must be rectified. But, we have much of which we can be proud. The Teamsters did not become the largest union in North America by chance. Down through the years we have fought to raise the living standards of our members through substantial wage increases and better working conditions. True, we

have not accomplished as much as we would like and must do better. But we need not be ashamed. Our very militancy and success has drawn the fire of Big Business and made us the target of every smear and slander, unfortunately sometimes repeated by a few whom we would like to call 'brother.' Yet we can be proud of our record. Here is what a delegate (C. Stewart A.T.U. Local 101) had to say at the last Canadian Labour Congress Convention:

"I would like to say a special word in regard to the Teamster Union. The building trade unions in particular—and I say without exception—recognize and appreciate the significant contribution that the Teamsters' locals throughout Canada are making in respecting picket lines which make it possible for these unions when they go on strike, to be able to look forward to the eventual winning of the strike. Without the respecting of these picket lines, often at the personal sacrifice of the Teamster members themselves, these strikes could not be won and we should recognize this."

The Teamsters have participated constructively in community activities. We have helped other unions and shall continue to do so. However, too many unions are mainly interested in "counting heads" rather than get out and do a real job of organizing the unorganized. Here is the vast field in which we must do far more ourselves and help other unions realize their full fair potential.

But before we engage in an all-out organizing drive, we must organize ourselves. We must build unity within our own ranks. There has been—and still is—too much factionalism, bickering and fault-finding. There should be no place for "cliques" and petty jealousies. **THE OVER-RIDING, GOVERNING FACTOR SHOULD BE THE WELFARE OF THE TEAMSTER ORGANIZATION AS A WHOLE.**

I state emphatically that every member of our organization has the democratic right to express his opinion openly and freely. It is his duty to put forward his viewpoint when Teamster matters are under discussion. There is room in our organization for healthy vigorous debate. But when a question has been thoroughly discussed and a decision taken, then, in democratic fashion the majority's will must govern. There is room in the Teamsters for criticism. But let it be the constructive type which builds our organization, not destroys it.

We all have a tremendous job to do in the immediate future. However, in order for us to play our full role, we must bury the pettiness and discord which has plagued us for too long. Let us close our ranks and put meaning into the word "unity". As for myself, my door is always open to any Teamster. We face a challenge. We all have a job to do. Let us get on with it—united!

● Negotiated Wages Gain

The median negotiated wage increase in the latest survey of contract settlements by the Bureau of National Affairs, Inc., is 8.1 cents an hour. For 1965 to the present, the median increase is 8.5 cents an hour—about 0.8 per cent above the corresponding period in 1964. The median gain in manufacturing this year, according to BNA, is 7.8 cents an hour; in non-manufacturing, 11 cents an hour.

● Probe Due Next Year

The House Labor Committee majority has decided to investigate "in depth" the National Labor Relations Board and the law it administers in the next session of Congress. The decision to make the probe was made at a caucus of the committee's Democrats late in September. Probable choice to head the investigating subcommittee is Rep. Frank Thompson, Jr., (D-N.J.).

● 90,000 Millionaires

There are at least 90,000 millionaires in the United States, according to *U.S. News & World Report*, business-oriented magazine. "Since 1948," said the magazine in a recent article, "the number of millionaires in the U.S. has multiplied seven times—despite income taxes, estate taxes, and enormous philanthropies." The magazine also estimated that the average millionaire was actually a multi-millionaire worth nearly \$3 million.

● Product and Profit

Economists now expect the Gross National Product for 1965 to top \$670 billion for an increase of 6.7 per cent over the 1964 figure. Third-quarter profits, meanwhile, are continuing the record pace. The Department of Commerce estimates that pre-tax earnings for the third quarter will be around \$75 billion—a 15 per cent gain over last year's third quarter.

● Automated Sausage

Technology suffered a setback at the annual Buckwheat Festival in Kingwood, W.Va., recently. The festival brought in a sausage machine to accommodate fair visitors fond of feasting on griddle cakes and sausage. Visitors rebelled, however. They said they wanted the good, old-fashioned, hand-made sausage. An assembly line of 16 workers was hastily assembled to turn the sausage out by hand. Sausage eaters said there was no comparison.

● Sad Commentary

A Stanford University professor doing research on student development said recently that despite riots and rebellions on many campuses, the vast majority of college students remain passive, conformist and docile. Prof. Joseph Katz cited a comprehensive survey on student interests, saying: "They rank highest their own individual careers and future family life. Involvement in international, national, or civic affairs and in helping other people ranked astonishingly low . . ."

● Kohler Rejected

The U.S. Supreme Court has rejected an appeal by the Kohler Co., from a government order to reinstate 57 workers fired during a bitter United Auto Workers strike that began in 1954. The Kohler, Wis., plumbing fixtures firm claimed the National Labor Relations Board had applied a "policy of balancing the strikers' illegal conduct against the employer's conduct." The case has been in the courts for a decade.

● Child Raising Cost

The cost of rearing one child until the age of 18 will be \$23,835, according to calculations by the Institute of Life Insurance in New York. Of the total sum, says the institute, the parent will spend (per child) \$7,470 on housing, \$6,460 on food, \$3,530 on transportation, \$2,720 on clothing, \$1,675 on medical care and the remainder on personal care, recreation and education, excluding college expense.

● Wage Guideline

Government economists expect the Administration's so-called wage guidelines to increase to a higher ceiling next year. The guidepost, it is believed, will advance from the current 3.2 per cent to 3.6 per cent. One reason for the expected increase is the gain in Gross National Product (while man-hours remain unchanged).

● NAM Change

One of the National Assn., of Manufacturers' best known union-busters is leaving the organization. Charles A. Kothe is resigning his post as vice president for industrial relations to practice law in Washington, D.C. Kothe is not deserting the anti-labor field, however. The NAM says he will conduct at least 20 seminars for the organization next year and will remain available as an advisor on labor matters.

● Protecting the Buggers

Sen. Edward V. Long (D-Mo.) said in Washington, D. C., last month that the Internal Revenue Service refused to allow 128 of its agents "who had graduated from the Internal Revenue Service wiretap and bugging school" to answer questionnaires on electronic eavesdropping.

Long, chairman of the Senate subcommittee on administrative practices and procedure, produced a letter from IRS Commissioner Sheldon S. Cohen which said IRS had questioned its agents along similar lines. Cohen offered to give the subcommittee a report of its findings and corrective actions.

Long's subcommittee is conducting hearings on invasions of privacy by governmental agencies.

Cohen's protective action was called by one Washington newsman "Fifth Amendment by Supervisor."

● No Extra Charge

The National Labor Relations Board has ruled that a Chicago automobile dealer violated the law by providing a room with a hidden microphone for an NLRB agent to conduct interviews.

The Board said this action by Grand-Central Chrysler, Inc., of Chicago, allowed it to maintain surveillance of interviews even though there was no evidence it did so.

One of the firm's supervisors questioned in the room was aware of the microphone and this may have tended to inhibit him in answering questions, the Board found.

In the case, the NLRB overruled a trial examiner who ruled the hidden microphone did not affect the NLRB investigation.

The company made no charge for the extras with which it equipped the room.

● Aero Union Shops

Aerospace firms—which heretofore have refused to negotiate on the question of union shop—are breaking ranks and agreeing to such union security measures in their contracts with unions.

North American Aviation, Boeing, and two General Dynamics divisions have agreed in new contracts with the Auto Workers and Machinists to the union shop provision.

This is a complete about face from 1962 negotiations in which the Auto Workers and Machinists bit the dust on the union security issue.

Only Lockheed remains a holdout on the union shop among the major aerospace industry.

● Syphoning FLSA

Violations of the federal wage and hour law rose 23 per cent last year. This figure stems from the amount of money owed to workers under the Fair Labor Standards Act. Nearly \$74 million was due workers as a result of the Labor Department's wages and hours divisions' investigations.

For fiscal 1964-65, employers owed workers \$28,104,994 for paying less than the minimum wage; \$46,191,263 for cheating on the overtime rate; and \$156,202 for paying women less than the going rate for equal work. The Labor Department division

conducted 59,625 investigations where the employer was charged with paying less than the minimum, 209,930 investigations of charges of paying less than the rate on over-time, and 960 investigations where employers were charged with paying less than equal pay to women for equal work.

● Idea Service Formed

Motor Carrier Labor Advisory Council has proposed the formation of a permanent employer committee to recognize and offer incentive programs to employees who successfully present acceptable devices, methods, or other improvements in the transportation of freight by motor truck. Such devices, methods and suggested improvements will be presented to a Teamster New Development and Research Committee. Individuals requesting assistance in the proper preparation of patent applications for their protection will be provided with the assistance needed.

● Fairness at the Fair

For the first time in its 52-year history, the Washington Parish Louisiana Free Fair was integrated last month. Until this year, Negroes had been admitted only on the last day of the Fair. This year, however, school officials continued the practice of releasing Negro and white pupils on different days for attendance at the fair.

● Clean Air

The auto industry is asking the Federal government to set standards for car exhaust 'cleaners' quickly so it can be ready for 1968 models as required under the 'clean air' bill.

The Automobile Manufacturers Association, representing the major auto makers, said auto makers would need two model years to get the exhaust attachments ready after the federal standards are set. The 1968 models will be introduced in the late summer of 1967, leaving little spare time, the AMA said.

The Association said its members were ready to work with the Health, Education and Welfare Department "in any way possible in drawing up federal standards for exhaust emissions from motor vehicles."

● Three-Week Vacations

One of the last proposals introduced in Congress would amend the Fair Labor Standards Act to include a new labor standard—an annual paid vacation of three weeks for each full year of regular employment. Congressman Elmer J. Holland, chairman of the Select Subcommittee on Labor of the House Committee on Education and Labor, introduced the bill.

● Average Family Income

Incomes of American families increased about 5 per cent in 1964 to an average of \$6,569, according to a survey by the Census Bureau. Actual real incomes—dollar gains adjusted for price increases—moved ahead about 3.3 per cent last year. An estimated 45 per cent of all families had incomes over \$7,000 a year while 18 per cent of all families had incomes of less than \$3,000 annually.

WHAT'S NEW?

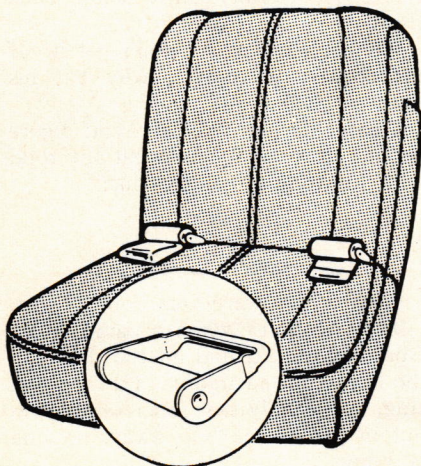
New Safety Clamps Prevent Rim Slippage

It is claimed that the installation of a new rim safety clamp on each wheel of a truck, trailer or tractor prevents rim slippage, cutting off of the valve stems and causing loss of tire rims, wheels, tubes and down time.

Each taper wedge clamp is formed with a compound taper, such that the thickness of the wedge increases along the width of the taper as well as along its depth. Further, the height of the taper along the width of the wedge is such that only an entry or thinner portion of the wedge can fit between the spoke surface and the tapered rim surface in the tapered annular space. The remainder, or thicker part of the wedge, overhangs the side of the spoke surface and when the truck or trailer suddenly stops, for instance the thicker part of the wedge (depending on the direction in which the truck or trailer is moving), tries to enter the smaller tapered annular space but is prevented from doing so because of the jamming of the wedge at this time between the spoke surface and the tapered rim flange surface.

Convenience, Safety Of New Seatbelts

Adjustment on both sides of a new automotive seat belt is one of several convenience features offered in a line



approved by the New York State Motor Vehicle Bureau. Made of 100 percent nylon and exceeding the most stringent requirements of the G.S.A. and SAE standards, the belt includes the following features: elimination of all stitching to add extra safety by avoiding the risk of broken stitches; finger-tip release so essential to safety; contour shape designed to fit the body snugly and comfortably.

Floor hardware is designed to meet all needs and colors can be chosen to harmonize with car interior. Aircraft type belts are also available. All metal retractors which install quickly and easily automatically retract the belts into a neat roll after use. One package contains four retractors.

Safety, Durability with Adjustable Cargo Strap

Safer to use than chains and more durable than rope—these are the claims made for a line of adjustable strap assemblies that secure any shape load on a flatbed trailer. Made of extra-strength nylon webbing, the strap assembly withstands severe vibration. The flexibility of a built-in binder buckle permits the strap to be drawn tightly to the pallet or cargo.

Fire Extinguisher Works At Extreme Low Temps

A simple, mechanical pumping action operates a new 12-inch long fire extinguisher for vehicle, home or office. Tested effective down to -50 degrees F., it extinguishes all three major types of fires—wood or rubbish, oil or chemical or electrical. Built of flexible red plastic for a bellows-type operation (just aim and pump), the extinguisher uses safe, non-toxic, dry chemicals that never need recharging. Refills are available.

Automatic Transmission Leaks Spotted by Fluid

Leaks in all hydromatic and automatic transmissions that call for Suffix A oils can be promptly spotted by means of a red-dyed fluid that automatically spots leaks around seals or defective transmission parts by leaving a red stain. The liquid also prevents shrinkage and drying of seals and guards against rust, sludge and varnish formation.

Electric Window Regulator for Trucks

Electric window regulators increase both safety and driver comfort. They eliminate cranking, reaching and the need to stop the truck to open or close the window on the right side. One line currently offered installs in minutes in all trucks and is easy to maintain. A 12v system, it has dashboard controls.

Terminal Cleaning With Giant Vacuum

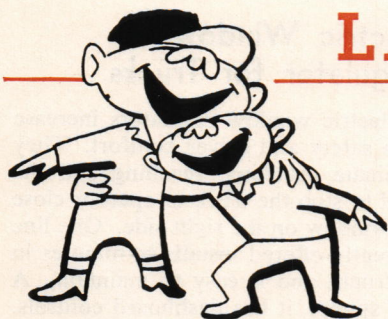
Dirt or debris from truck beds, loading dock or yard can be picked up faster and cleaner than with a broom by means of a self-powered giant vacuum cleaner. Operated by an electric or gasoline engine, it is simple to operate, fits through 30-inch doorways and goes up and down ramps with ease.

Telescoping Action of Truck Loading Light

The spring-loaded telescoping action of a new truck loading light provides light where it is most needed without impeding loading. Mounted on the loading dock overhang or wall out of the way of workers and equipment, the head is anchored by spring tension. When the truck or trailer has been spotted, the light is pulled down, angled into the body to illuminate the interior and anchored to the wall. As the truck moves away from the dock, the outward pull (or a downward pull by hand) causes the light to retract itself. Expanded lengths of 91¼ or 51¼ inches are offered.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

Considerate

Two New York City sharpies won \$60,000 shooting dice at the Sands Hotel in Las Vegas. (That'll be the day.) Anyway, they won all this money and were exulted.

Said the first, "Let's go back to New York, Bill."

Bill: "O.K., how do you wanna go?"

Fred: "Let's take a cab."

So they called a cab, and Fred said, "You get in first, Bill. I'm getting off at 79th Street."

Too Old

A customer had complained about the pastry. "I was making pastry before you were born," replied the indignant cook.

"Maybe," replied the customer, "but why sell it now?"

Witty Wag

The operator was about to close the doors of the crowded elevator when a tipsy gentleman pushed his way in. As the car started up he tried to turn around to face the door, but was wedged in so tightly he couldn't move.

The other passengers stared into his bloodshot eyes with growing embarrassment. Finally, when the general strain became unbearable, the tipsy man cleared his throat and said: "I eckspect you people are all wonderin' why I called thish meetin'?" Well, first thing, our westbound freight is terrible outta balance. . . ."

Woozy

"How's the wife, George?"

"Not so well, old boy. She's just had quinsy."

"Gosh! How many is that you have now?"

Federal Case

The other day a friend of mine named Harry walked into a cigar store and said to the salesgirl, "I'd like to buy a carton of cigarettes."

The salesgirl smiled, said, "There are so many brands. Which one would you like?"

My friend, Harry, thought for a moment, then mentioned a particular brand, whereupon the following conversation took place.

Salesgirl: Do you want the soft pack or the crush-proof box?

Harry: Soft-pack.

Salesgirl: King-size or regular?

Harry: King-size.

Salesgirl: Filter-tip or plain?

Harry: Filter-tip

Girl: Menthol or mint?

Harry: Menthol.

Girl: Cash or carry?

Harry: Forget it . . . I've broken the habit.

Speaking of Golf

Magellan went around the world in 1521 . . . which isn't so many strokes when you consider the distance.

Not So Hard

Traffic rate clerk: "My girl friend is a twin."

OS&D clerk: "She is? How can you tell them apart?"

Traffic rate clerk: "Her brother is built differently."

Tall Story

The old prospector was talking to his visitors from the East.

"There I was," he said, "the grizzly bear down in the canyon behind a tree. The only way I could hit him was to ricochet a bullet off this high canyon wall on my right. Well, I had gauged my windage, calculated the lead of the barrel and the rate of twist, the hardness of the bullet and the angle of yaw it would have after being smacked out of shape against that canyon wall, and I judged my chances were 60-40 that I would get my bear."

There was a long silence.

Then one of his listeners asked rather timidly: "Did you hit him?"

"Nope," spat out the old man. "I missed the wall."

The Cure

"Doctor," said the pretty nurse, "every time I take a patient's pulse it gets faster. What shall I do?"

"Blindfold him!"

Her Income

"And upon what income do you propose to support my daughter?"

"Five thousand a year."

"Oh, I see. Then with her private income of \$5,000 a—."

"I've counted that in."

Waste of Time

Reporter: "Tell me, Pop, to what do you attribute your longevity?"

Retired Truck Driver: "Well, it's thisaway, sonny. I never waste no energy resisting temptation."

Long Pause

Sergeant—Private Jones?

Voice—Absent.

Sergeant—Quiet! Let Jones answer for himself.

Handicap

Reefer Driver: "Boy, oh boy, oh boy, is she some doll?"

Tanker Driver: "Come down out of the clouds, Daddyo, and tell us who you're talkin' about."

Reefer Driver: "Where you been so long? You mean you haven't seen that dazzing new blonde waitress up at Mac's Diner?"

Tanker Driver: "Naw, never heard of her, much less seen her."

Reefer Driver: "Well, you better hurry on up there and feast your eyes on her, 'cause Mac's letting her go at the end of the week. His crowd has picked up but his business has fallen off terribly since she's been there."

Tanker Driver: "I don't get it. If his crowds are bigger, why has his business fallen off?"

Reefer Driver: "Well, you figure it out. How can a fellow eat any food with his tongue hangin' out?"

Get Lost

My parents were very fond of me.

Lots of times when I came home from school, I'd find all the doors to the house closed tightly. I'd ring and ring, and finally my folks would slip out notes saying, "Go away, no one is home."

FIFTY YEARS AGO

in Our Magazine



Vol. XII

(From the November, 1915, issue of the TEAMSTER)

Number 11

Constitution Provides Business Agents A Trial

Colorado Proposing Anti-Labor Cossacks

A campaign of education with a view of the ultimate establishment of a "state constabulary" in Colorado similar to the cossacks of Pennsylvania is being conducted in Colorado. A more permanent and more firmly established labor-crushing military force than the State militia is desired. Hence, the advocacy of the cossacks. An editorial which we quote below from the Rocky Mountain News is a part of the "campaign of education on the benefits of State constabulary" being conducted in Colorado. The editorial is as follows:

"Pennsylvania is the founder of a State constabulary system, and although it met with much opposition at the beginning, it is now accepted by both sides as an advantage over the former manner of meeting disputes with professional strikebreakers, deputy sheriffs sworn in for the occasion and special police. The constabulary is composed of men chosen for a purpose, without prejudice or partisanship. Their duty is to keep the peace. They take no part in the controversies that have arisen and remain impartial.

"This movement for States to establish a constabulary that would take charge of inter-county matters is gaining strength for another reason. The State militia is becoming more of a national defense organization and is dependent upon the War Department and the Federal Treasury for a portion of its subsistence and extension."

Cheap Labor Called A Brake On Progress

A shortage in unskilled labor, says the Bulletin of San Francisco, will be one of the most fortunate things that can possibly happen to this country.

The existence of a labor surplus, with its accompanying symptom of low wages, has another result which should appeal even to the money-minded. Cheap labor is a brake on mechanical progress. Muscles take the place of skill and brains. But as soon as men's time and strength are valued at something approaching their real worth, there is a tendency to expand their power by inventions. And in almost every respect a nation which has developed a privileged employing class, and an abundant unprivileged laboring class—as we are on the way to do the moment we begin to tolerate a chronic labor surplus—is bound to stagnate and to harden into something like a caste system.

Report Says Employers Cause Industrial Strife

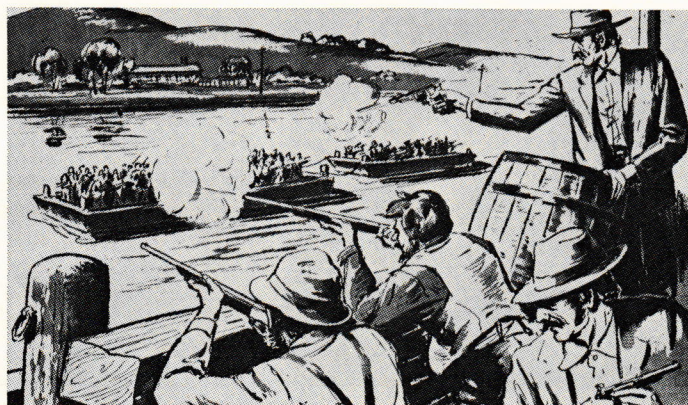
Even the representatives of the employers, the men who took care of the interests of the bosses, serving on the Commission on Industrial Relations, admit that the employers of the country are wrong, that great crimes have been committed against the working classes by the employers. The following paragraphs were taken from the report submitted by the representatives of the employers:

"There has been an abundance of testimony submitted to prove to our satisfaction that some employers have resorted to questionable methods to prevent their workers from organizing in their own self-interest.

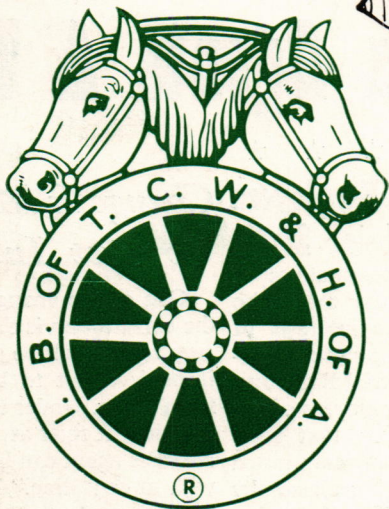
"There is, therefore, no gain-saying the fact that labor has had many grievances, and that it is thoroughly justified in organizing and in spreading organization in order better to protect itself against exploitation and oppression."

Change Is Made To Correct Inequity

One of the changes made in the constitution is that the business agent shall be given a trial if he is about to be removed from office. Under the old constitution, it read as follows: "A business agent can be dispensed with at any time." This officer had no protection at all. Any crank could get up in the meeting and move to dispense with the business agent, because, perhaps, during his term of office the business agent forced this man to come into the union or to pay up his back dues, or do something else that meant the fulfillment of his duties. Consequently, this individual, holding a grudge against the business agent, might arise in the meeting and make a motion to dispense with the services of the business agent, and he, of course, could always get a few other individuals to follow him or to agree with him. I have been business agent of my local union and I know what it means. I, therefore, had in mind that this amendment to the constitution would protect this individual and give him more courage and strength to go out and seek the laggards who are behind in their dues, and we always seem to have some of them with us. The constitution, as now amended, reads: "That a business agent may be removed if incompetent, dishonest, for neglect of duty, or if the union has no money with which to pay him, but he must be given a trial at a summoned meeting and a copy of the charges must be given to him so he can prepare his defense."



One of the bitterest strikes in labor history was the strike at Homestead, Pa., between steelworkers and Pinkerton strikebreakers hired by the steel manufacturers. Shortly after the strike ended in 1892, Congress launched an investigation of the use of professional strikebreakers but nothing ever came of the inquiry.



**Give your man
a break . . .
have it delivered!**

